FY2023

ResMed
Sustainability
Report

Report scope and reference

ResMed's Sustainability Report focuses on economic, environmental, social, and governance (ESG) issues encompassing our global operations, including our international subsidiaries. The report was created to address critical and relevant topics in our business with reference to the Global Reporting Initiative (GRI) Standards published in October 2021 for reporting from January 1, 2023.

The report focuses on the financial year ended June 30, 2023. This report also provides background to topics relevant to these periods.

This report should be read alongside documents filed with the U.S. Securities and Exchange Commission, in particular our 2023 Form 10-K annual report and our 2023 Form DEF 14A proxy statement for shareholders. These filed documents take precedence over this ESG report in the event of any unintended inconsistency.

All references to dollars are U.S. dollars unless otherwise noted. References in this font style are hyperlinked to their source or page reference.

In addition to the GRI Standards, this report has been informed by the Sustainability Accounting Standard Board (SASB) Conceptual Framework, as well as the results of the ESG materiality assessment conducted in Nov 2022. The APPENDIX at the end of this document cross-references the information in this report with the relevant GRI universal and topic disclosures, and SASB indicators.

While this report has been prepared with due care, it has not been externally assured.

Further information can be obtained by contacting Justin Italiano at ResMed Inc., Sydney, at +61 2 8884 1000 or by visiting the company's multilingual website at www.resmed.com.

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A message from our CEO

At ResMed, we are on a mission to change 250 million lives in 2025 through the innovative products and solutions we bring to market; our core purpose is to inspire and energize the world through the power of better health.

For more than 10,000 ResMedians worldwide to feel truly committed to our mission of improving people's lives – and valued for their daily contributions to it – it's important that every ResMedian feel a *cultural* sense of togetherness as truly "One ResMed." We believe our diversity of thought and background is a sustainable competitive advantage.

Working together, we are committed to continuous improvement and always doing the right thing for each other, for the patients we serve, physicians, providers, partners, investors, and other key stakeholders. Our focus and efforts are built on a foundation of ethics, quality, privacy, security, sustainability, and excellence. The concepts of ensuring a growing and sustainable business are deeply *ingrained* in our culture, are *critical* to how we operate, and are *fundamentally linked* to our success.

A healthier world

Everything we do at ResMed – the medical devices we build, the software and digital health solutions we create, and the integrity and environmental stewardship with which we conduct business – is to help improve lives of millions of people in over 140 countries.

Our total addressable market includes:

936M+	**800M+**	**480M+**	**330M+**
people living with sleep apnea	people living with insomnia	people living with COPD	people living with asthma

And the many more who rely on various out-of-hospital care services, medical and otherwise, to live their healthiest life at home or in the setting of their choice

Improving the lives of each person in our field is the epicenter of our mission; this guides our decision-making.

We made good progress throughout 2023, including completing our first enterprise materiality assessment through a sustainability lens. We are working closely with all our stakeholders to show our focus on ethics, corporate citizenship, and doing the right thing. Always. I'm proud of the progress we've made, and I look forward to our continued efforts to serve patients, providers, caregivers, ResMedians, communities, and beyond, all with the ultimate goal to make the world a better place.

Yours sincerely,

Michael "Mick" Farrell
Chair and CEO, ResMed

About ResMed

We pioneer innovative solutions that treat and keep people out of the hospital, empowering them to live healthier, higher-quality lives. By enabling better care, we improve quality of life, reduce the impact of chronic disease, and lower costs for consumers and healthcare systems in more than 140 countries.

- Corporate hubs
- Manufacturing centers
- Research and development center
- Distribution centers

About ResMed

Founded in 1989 , ResMed, the global leader in digital health and cloud-connected medical devices, pioneers innovative solutions that treat and keep people out of the hospital, empowering them to live healthier, higher-quality lives. Our cloud-connected medical devices transform care for people with sleep apnea, chronic obstructive pulmonary disease (COPD), and other chronic diseases. Our comprehensive out-of-hospital software platforms support the professionals and caregivers who help people stay healthy in the home or care setting of their choice. By enabling better care, we improve quality of life, reduce the impact of chronic disease, and lower costs for consumers and healthcare systems in more than 140 countries.

Our principal global operations and functional support team locations are summarized below. Our primary sites in San Diego, Sydney, Suzhou, Hildesheim, and Siegen are owned, while all other sites are leased.

RESMED SITE LOCATIONS

Regions	Primary locations	Roles
Americas	**U.S.:** California, Georgia, Kansas, Minnesota, Pennsylvania, Wisconsin **Canada:** Nova Scotia	Administration, manufacturing, sales and marketing, quality, distribution, customer service, product development, software development
Asia Pacific	Australia, China, India, Japan, Malaysia, New Zealand, Singapore, South Korea	Administration, manufacturing, sales and marketing, quality, distribution, customer service, product development, IT shared services
Europe	Finland, France, Germany, Ireland, Norway, Netherlands, Spain, Sweden, Switzerland, United Kingdom, Italy	Administration, distribution, customer service, sales and marketing, quality

Our supplier network

The medical devices we design and build, the digital health solutions we provide, and our out-of-hospital care software rely on a complex global and multi-tiered network of suppliers. Parts sourced and used in manufacturing our medical devices are referred to as direct categories, and all other categories are indirect.

We have mapped the ten countries with the most sites for direct suppliers of material and components; these include (alphabetically) Australia, China, France, Germany, Malaysia, Singapore, Switzerland, Taiwan, Thailand, and the U.S. We source over 2,000 parts from more than 200 direct suppliers that we then use to manufacture our world leading medical devices at ResMed manufacturing facilities in Chatsworth, Sydney, Singapore, and Lyon.

The various ResMed entities, which source from many local and global suppliers, utilize significant indirect sourcing of other products for our global operations. This is due to the breadth of ResMed locations catering to functional needs.

Recognition and relevant awards

We received the following recognition in 2023.

Award	Recipient	Awarded by
Digital Health Awards: Health Equity Best-in-Class	Propeller Health	Digital Health Hub Foundation
"Management Top 250"	ResMed	The Wall Street Journal
One of the Top 500 Most Responsible U.S. Companies	ResMed	Newsweek
Americas Greenest Companies	ResMed	Newsweek
Best Places to Work for Disability Inclusion	ResMed	Disability:IN
Top 50 Marketer	VJ Bala, Propeller	OnConferences
"JUST 100" Top 25 Corporate Citizen in Medical Equipment & Services	ResMed	JUST capital
Best in KLAS: Software & Services (Home Health Independent-Large)	MatrixCare	KLAS Research
Best in KLAS: Software & Services (Home Health Independent-Small)	MatrixCare	KLAS Research
SD500: 500 of San Diego's Most Influential People	Mick Farrell, Rob Douglas, Peter Farrell	San Diego Business Journal
Leaders of Influence in Life Sciences	Rob Douglas, ResMed	San Diego Business Journal
HR & Diversity Professionals of the Year Honoree	Sarah Hassaine, ResMed	San Diego Business Journal
Women of Influence in Finance & Accounting: Top50	Sarah Eberhardt, ResMed	San Diego Business Journal

Materiality and our sustainability strategy

At ResMed, one of our primary goals is to create a healthier, more sustainable future for all. We are obsessed with doing things right and ensuring a foundation of ethics, quality, sustainability, and excellence. We are enabling a sustainable business through our approach to social, governance, and environmental results, just as we do through product development, quality, regulatory, compliance, cybersecurity, and commercial operations. Our mission to change the lives of 250 million people in 2025 – is the foundation of our sustainability strategy and is integrated into our business through thoughtfully balancing the needs of all our stakeholders.

We are dedicated to our people – ResMedians – and the patients, families, clinical communities, and care providers we serve. We prioritize the well-being of our ResMed communities and foster an inclusive culture. We are committed to moving global healthcare systems from those that retroactively care for the sick to proactive, more affordable, and more accessible systems that keep people well.

We are committed to supporting a healthier planet. We invest in designing and developing products with sustainability in mind. We embed sustainable practices into our culture, from our supply chains to our products and facilities and everything in between.

We are enabled by the systems, processes, and programs we have put in place that are critical to delivering on our promise to cultivate a healthier, more sustainable future. These include good governance, proactive policy and regulatory management, and diligent reporting practices, all of which create a culture of trust and transparency.

At the most senior level, our Board of Directors has oversight of ResMed's sustainability strategy. ResMed's executive leadership works directly with the CEO and other senior leaders to implement the strategy to promote responsible and sustainable business practices through a culture of integrity and accountability across ResMed.

Materiality

During Fiscal Year 2023 (FY2023), ResMed partnered with an external firm to complete a materiality assessment to identify the most significant Environmental, Social, and Governance (ESG) topics for ResMed and its stakeholders. The firm conducted its assessment through desktop research and engagement with internal ResMed stakeholders, including leaders from various business functions. The internal stakeholders were leaders from various business functions across the organization. The materiality assessment process enabled us to clarify our focus and establish the foundation of our ESG priorities.

ResMed's ESG materiality matrix

● Enviromental   ● Social   ● Governance
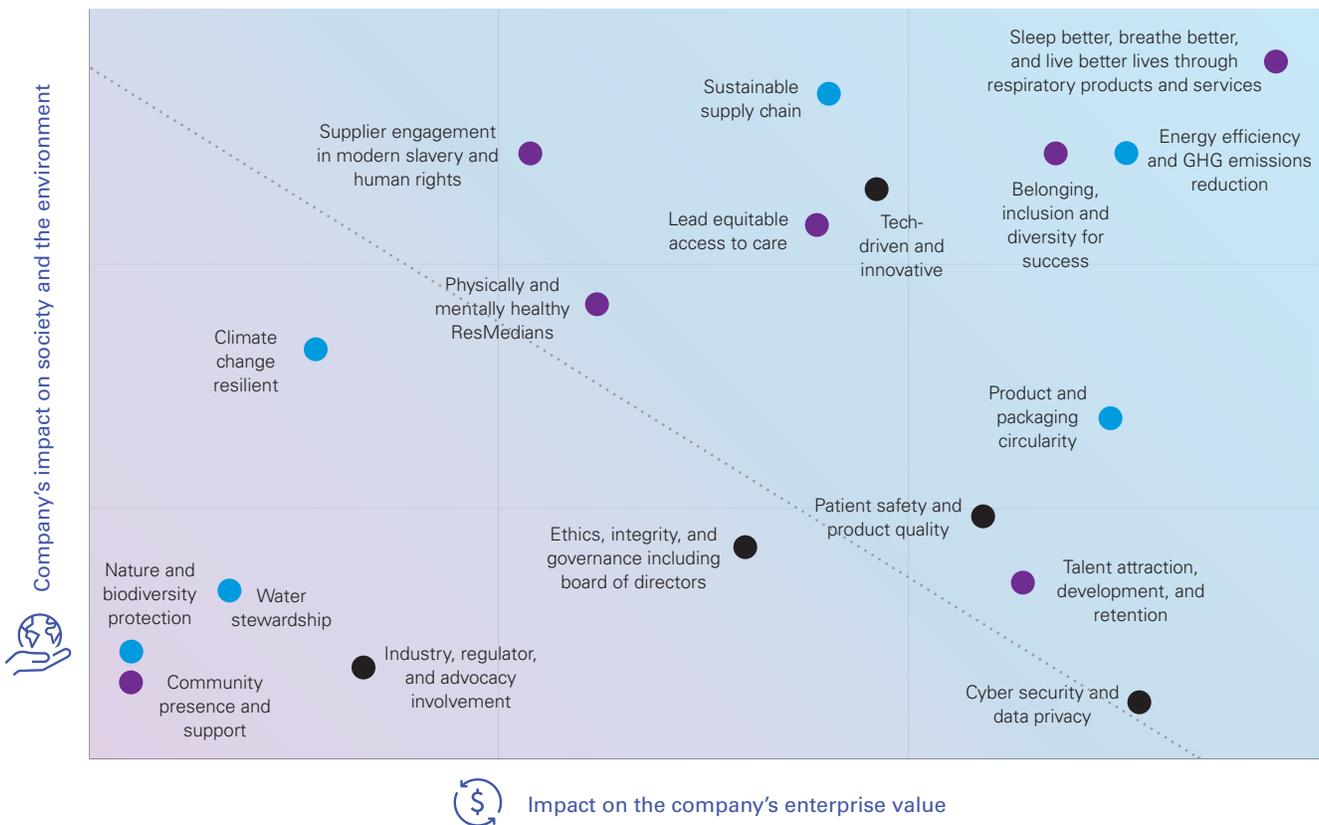
ResMed's materiality matrix displays the relative impact of topics on our business (x-axis), society, and the environment (y-axis). ResMed acknowledges that 18x topics should be considered 'high priority.' However, the matrix view provides value in understanding the topics that have a higher potential impact on ResMed and its stakeholders. The top 12 material topics are the foundation of ResMed's sustainability strategy.

The materiality matrix guides our disclosures in the FY2023 Sustainability report. These material topics will be reviewed next year as part of our ongoing effort to align this disclosure with GRI and SASB requirements. All 18 material topics have been covered under broader ESG themes, as shown in the table below.

Themes	Material topics covered
Governance	· Ethics, integrity, and governance, including the board of directors · Industry, regulator, and advocacy involvement · Cybersecurity and data privacy
Our people	· Belonging, inclusion, and diversity for success · Physically and mentally healthy ResMedians · Talent attraction, development, and retention
Our products	· Sleep better, breathe better, and live better lives through respiratory products and services · Patient safety and product quality · Tech driven and innovation · Sustainable supply chain · Supplier engagement in modern slavery and human rights
Our communities	· Equitable access to care · Community presence and support
Our planet	· Climate change resilient · Energy efficiency and greenhouse gas (GHG) emissions reduction · Water stewardship · Nature and biodiversity protection · Product and packaging circularity

Stakeholder engagement

ResMed has a broad range of stakeholder engagement mechanisms with primary, secondary, and other key stakeholder groups. These groups are identified on the basis that (a) these are people or groups that stand to be directly impacted, either positively or otherwise, by a proposal, decision, or the actions of ResMed and (b) that such identification allows a diversity of perspective and contribution from such groups, provides fairness and "buy-in," thereby allowing greater prospects of success of the proposal by understanding, and responding to stakeholder concerns transparently and proactively. Stakeholders include employees, employee representatives, suppliers, investors, customers, registered industrial relations organizations (unions that have coverage of ResMed operations), government organizations, policymakers, and regulators.

Employees

The ResMed workforce is diverse and is comprised of professional (e.g., engineers and other equivalent qualified specialists' positions), managerial, executive, and administration classifications of employees, production, warehouse, logistics, and operational employees, as well as contingent workers, supplied to ResMed by specialist external labor hire providers.

ResMed facilitates employee communications through face-to-face briefings and technology solutions, and regularly utilizes global and regional employee engagement and pulse surveys to identify and respond to issues within the workplace. We communicate in various ways, including through employees nominated by their peers in different geographic locations, informal committees, regular team meetings and briefings, and--in some countries--registered labor management committees including employees nominated by their peers (without management influence) in different geographic locations, informal committees, and regular campus and team briefings and meetings.

ResMed also communicates with industrial representatives and/or delegates of employees, such as unions and other industrial organizations recognized by ResMed as having coverage of ResMed operations.

Additionally, we have independent external confidential disclosure mechanisms, including an anonymous employee hotline, to provide feedback and/or reporting of matters, grievances, and or concerns referred to our global compliance and/or legal teams for investigation and resolution. Our employees and/or their representatives can raise concerns, issues, or complaints, which are addressed confidentially and responsively through the people team and accountable management.

For our contingent workforce, as part of our supplier contracts, ResMed ensures appropriate communications through supplier representatives on-site to ensure these workers, as key stakeholders, are informed about operational issues as they arise from time to time.

Local communities

Our contributions to our local communities are made via monetary contributions and through the time and championship of our employees. We have many giving champions worldwide who lead the way on causes important to them and their community. We support our giving champions by sponsoring teams, offering donation match campaigns, and sharing their stories on our global platforms to spread awareness with internal and external audiences. As a company, we engage with many community organizations, as do our team members, particularly with local educational and scientific organizations.

Customers

Gathering feedback from customers and patients is crucial for understanding their experiences with our company, products, and teams. We interact with our customers through satisfaction surveys addressing their interactions with ResMed. We urge them to share insights on our support procedures, product expertise, and response times.

We utilize marketing platforms to collect feedback from verified patients. These end-users offer authentic insights into our products, and this feedback is accessible to other verified buyers. This process is vital to establishing trust, improving the customer experience, and promoting social proof.

Investors

ResMed's management and investor relations team regularly engage with current and prospective investors in ResMed and with other stakeholders such as financial analysts, regulatory bodies, and the media. We utilize a variety of communication channels for engagement, including quarterly earnings releases and conference calls, phone and video meetings, in-person and virtual conferences, management presentations, investor roadshows, onsite visits, and other interactions as appropriate. Topics regularly discussed include company financials and operational results, short-term and long-term strategy, headwinds or challenges in the business, and other topics as they come up. The investor team provides regular reports to management and the Board of Directors (the Board).

Regulators

Tax regulators

ResMed engages with tax authorities proactively and transparently. We consider all available options in managing tax uncertainties. ResMed participates in tax policy consultations from time to time, including with industry groups. For more information, Section 4 of the ResMed Tax Policy outlines our approach to this engagement.

Government affairs

ResMed leaders and subject matter experts engage with policymakers, regulators, and key healthcare decision-makers with safety, quality, and patient-centricity in mind. We engage through and alongside our association partners on various policy or regulatory-related issues.

Depending on the needs, we engage with these groups during annual regulatory and policy, or ad hoc consultations. Some issues we engage in include coding, coverage, and reimbursement on ResMed's products and services.

Suppliers and contractors

Our suppliers are valued partners in the operation and success of our business. Throughout the fiscal year, we set up points of communication to foster trust and collaboration.

We have regular business reviews with critical suppliers to review performance, align on business objectives, listen, and provide feedback. These forums offer a valuable, in-depth opportunity to discuss the supplier's contribution to our business.

We host an annual supplier training and awards event known as STAR to recognize and celebrate our suppliers. During this event, ResMed's senior leaders engage with suppliers on our vision and strategy for growth and discuss materiality. In addition, it offers a great networking opportunity for suppliers to meet one another. STAR 2023 was held in September at Marina Bay Sands Convention Center in Singapore with 70 suppliers across a cross-section of sourced categories in attendance. (Picture above)

Governance

Corporate governance and leadership

Our Board has adopted corporate governance guidelines to assist in exercising its fiduciary responsibilities in accordance with all applicable laws and regulations. These include the regulations of the U.S. Securities and Exchange Commission (SEC) and the rules for our primary listing on the New York Stock Exchange (NYSE) and our secondary listing on the Australian Securities Exchange (ASX). The secondary listing of our common stock via Chess Depository Instruments, or CDIs, on the ASX are represented as ten CDIs equivalent to one share of common stock on the NYSE.

Guidelines are posted on our investor website, investor.resmed.com. Our Board continuously eveluates its governance guidelines and structure as ResMed's business evolves to ensure that we position the business to meet the long-term interests of our shareholders and other stakeholders. Our annual proxy statement to shareholders provides a more detailed review of our governance, issued under section 14(a) of the U.S. Securities Exchange Act.

Our Board of Directors

ResMed is governed by a Board of ten directors and through four standing Board committees: Audit (5 directors), Compensation (4 directors), Compliance Oversight (4 directors), and Nominating and Governance (4 directors). Each committee is composed of independent directors.

Michael ("Mick") Farrell has served as ResMed's Chief Executive Officer and a member of the Board of Directors since March 2013. In January 2023, Mr. Farrell was appointed Chair of the Board. In March 2013, Robert ("Rob") Douglas was appointed ResMed's President while continuing in as Chief Operating Officer. Mr. Douglas retired on December 31, 2023. Our Founder, Dr. Peter Farrell, was our Non-Executive Chair of the Board through January 2023, at which time he was named Chair Emeritus. Ronald ("Ron") Taylor serves as our Lead Independent Director.

Our Board members have various backgrounds, reflecting our continuing efforts to achieve a diversity of viewpoints, experiences, knowledge, ethnicities, and genders. Our Board includes three female directors and three directors from diverse backgrounds. The following tables provide information regarding the age, gender, tenure, and overall diversity of our directors:

Age, gender, tenure, and diversity of our Board

Age distribution

1 | 1
2 | 4
2

- Under 50
- 50-60
- 60-70
- Over 70
- Over 80

Gender diversity

3
7

- Male
- Female

Tenure

2 | 5
3

- 0-5 years
- 6-10 years
- 6-10 years

Overall diversity

2 | 7
1

- White
- Hispanic
- Asian

> " Our Board reflects diversity across several dimensions: experience, industries, geography, gender, race, and other elements."

Our directors have diverse backgrounds and perspectives that enable them to provide valuable guidance on strategy and operations. They have extensive leadership experience and corporate governance expertise. Many have global business experience, serving as CEO or in other senior corporate leadership positions involving management of complex operations, business challenges, risks, and growth. One currently resides and works outside the U.S., and several others have done so in the past, providing valuable perspectives on our global business environment. All have experience with medical devices, technology, product innovation, and development, entrepreneurship, and the dynamics of our industry. Our directors have demonstrated involvement in their communities, having contributed to social causes through nonprofit organizations or philanthropy.

Eight of our ten board members are independent under the listing standards of the NYSE. They have no material, commercial, or personal relationship with ResMed that would impair their independence. Currently, our independent directors and their tenures are as follows:

Independent director(s)	Tenure since
Mr. Rich Sulpizio Mr. Ron Taylor	2005
Ms. Carol Burt	2013
Ms. Karen Drexler	2017
Ms. Harjit Gill	2018
Mr. Jan De Witte	2019
Dr. John Hernandez Dr. Desney Tan	2021

Additional information about the background and experience of our directors can be found in our proxy.

As of our stockholders meeting in November 2022, our Board completed its transition to annual elections for all directors.

There is no limit to the number of terms a director may serve nor a set retirement age. ResMed's Board has adopted a majority voting policy, under which an incumbent director who does not receive a majority of votes for re-election must tender a resignation to the Board. The Nominating and Governance Committee or another duly authorized Board committee will decide whether to accept or reject the tendered resignation, generally within 90 days after the election results are certified.

The Board's Nominating and Governance Committee Chair is our lead director. The lead director presides over meetings of our independent directors (generally held each quarter), acts as a liaison between the independent directors and chair, communicates with stockholders as appropriate, and fulfills other duties that support sound corporate governance.

Under our corporate governance guidelines, directors have direct access to company management to secure the information they need for their duties. Our Board members also meet regularly with non-executive employees to get their feedback and insights.

Please refer to our most recent proxy statement for detailed information and discussion regarding Board performance, compensation and remuneration practices.

Risk and sustainability governance

Risk management

While our entire Board retains general risk oversight, our Board committees oversee certain specific risks, periodically updating the whole Board. ResMed manages risk throughout the organization through varied risk activities specific to each part of the business. These risks and risk activities are gathered through an overarching Enterprise Risk Management process, which informs the Board via the Audit Committee of the organization's highest-ranked risks.

The scope includes risks related to ESG matters in general, including climate-related risks.

The primary risk responsibilities of the committees are:

Audit Committee	Overseeing financial risk, capital risk, financial compliance risk, code of conduct, ethics and legal compliance, and internal controls over financial reporting.
Compensation Committee	Overseeing our compensation philosophy and practices and evaluating the balance between risk-taking and rewards to senior officers.
Compliance Oversight Committee	Overseeing compliance with U.S. federal healthcare laws and regulations, and specifically obligations under the corporate integrity agreement we reached in 2019.
Nominating and Governance Committee	Evaluating each director's independence, evaluating the effectiveness of our corporate governance guidelines, and overseeing management's succession planning.

The full Board retains oversight of general business risks including, but not limited to, material environmental and social risks. Management undertakes a company-wide business risk analysis annually. Our privacy, cybersecurity, and quality leaders brief our Board on a regular basis.

The following risks are among those that face the business:

· Government and private insurance plans may not adequately reimburse our customers for our products.

· Health care reform policies and legislation, including the U.S. Patient Protection, the U.S. Affordable Care Act, and changes to the U.S. Food and Drug Administration (FDA) 510(k) process, may have material adverse effects on our industry and our operational results; and

· Other changes to global regulatory standards (including FDA, EU MDR, TGA, and others) include quality, testing, cybersecurity, and privacy standards. Failure to comply promptly with those standards may have an adverse effect on our business.

· These are in addition to standard business risks such as threats from competition, fluctuations in currency exchange rates, the challenge of supporting continued growth and business acquisitions, disruptions to supply, and intellectual property claims (see our latest annual report).

Sustainability and ESG governance

The Board has the responsibility of approving the organization's strategies, policies, and goals related to a sustainable business and material ESG topics.

The Investor Relations and Enterprise Risk teams have the shared responsibility of developing ESG-related disclosures, including the annual Sustainability report, the Carbon Disclosure Project (CDP), and ensuring accurate information is included in various external ESG/Sustainability assessments (e.g., MSCI, ISS, Bloomberg). Director-level employees in Risk Management and Sustainability Reporting, who report to the VP of Internal Audit, Enterprise Risk, and Sustainability Reporting, and members of the Investor Relations team, who report to the Chief Investor Relations Officer, are accountable for external and internal disclosures.

The content of the annual ESG/Sustainability report is reviewed by the VP of Internal Audit, Enterprise Risk, and Sustainability Reporting before it goes to final review from representatives of ResMed's CEO-Ops team, including the Chief Investor Relations Officer, the Chief Financial Officer, the Chief Compliance Officer, and the Global General Counsel.

Ethics and integrity

ResMed is dedicated to conducting business with the highest standards of business ethics. We have an obligation to our employees, shareholders, customers, suppliers, community representatives, and other business stakeholders to be honest, fair, and forthright in all our business activities.

ResMed's Chief Compliance Officer (CCO) is responsible for designing and leading our global ethics and compliance program and managing our Office of Ethics and Compliance (OEC). Our ethics and compliance program aligns with our mission and values and reinforces ResMed's commitment to global compliance with laws and regulations. The ethics and compliance program is designed around the seven elements of an effective corporate compliance program, as recommended in the U.S. Office of Inspector General guidance and the U.S. Federal Sentencing guidelines.

The CCO provides regular briefings to our Chairman and CEO, executive leaders, and the Board of Directors on the status and effectiveness of the ethics and compliance program. The CCO chairs ResMed's Compliance Steering Committee, a team of executive-level leaders, to discuss potential risk areas, evaluate new legal and regulatory requirements and best practices, and review the ethics and compliance program performance.

The OEC regularly engages with senior leaders within ResMed to drive adoption and adherence to our ethics and compliance program. Additionally, within and outside the U.S., dedicated regional working committees meet to discuss new and emerging issues, monitor compliance, and ensure continued engagement across the organization. OEC staff members support business and corporate functions, deploy and monitor training, and help ensure ethics and compliance program implementation of regional or country-specific compliance requirements.

ResMed encourages employees to seek ethical guidance and report concerns about potential violations through various channels, including their manager, our People team, legal or compliance representatives, or through our global reporting program (EthicsPoint). Employees and external parties can access EthicsPoint confidentially by phone, email, or internet 24 hours a day, seven days a week, and in multiple languages, without fear of retaliation to anonymously report concerns or potential ethics violations. The OEC supports these reporting channels and investigates potential ethics or compliance violations. If reported concerns are substantiated, we take appropriate corrective action, including coaching, discussions during performance reviews, written warnings, job realignment or demotion, or, in serious cases, dismissal.

Each year, the OEC holds Ethics and Compliance Week to drive employee awareness and engagement on ethics and compliance program topics, including anti-bribery and anti-corruption, appropriate interactions with healthcare professionals, and other business-conduct-related topics. Ethics and Compliance Week also reinforces our standards on honesty and integrity, building trust, and fostering an environment of open and transparent communication.

Code of conduct

ResMed's Code of business conduct and ethics (Code), available globally and in multiple languages, contains the core principles for conducting business ethically. Every employee is expected to read and adhere to the Code, and all employees receive annual Code training. The Code and associated policies are designed to align with applicable laws, regulations, and industry guidelines, including AdvaMed, APACMed, MedTech Europe, and Mecomed.

Our Code emphasizes that all employees have an affirmative duty to report any known or suspected violation of the Code, just as our employees would be expected to report any violation of the laws, rules, or regulations that apply to ResMed. This includes workplace discrimination or harassment without the fear of retaliation. We investigate each report, identify remedial actions, and appropriately discipline employees as needed.

As described above, ResMed communicates to all employees the channels and process for asking questions and reporting suspected violations of our Code and policies.
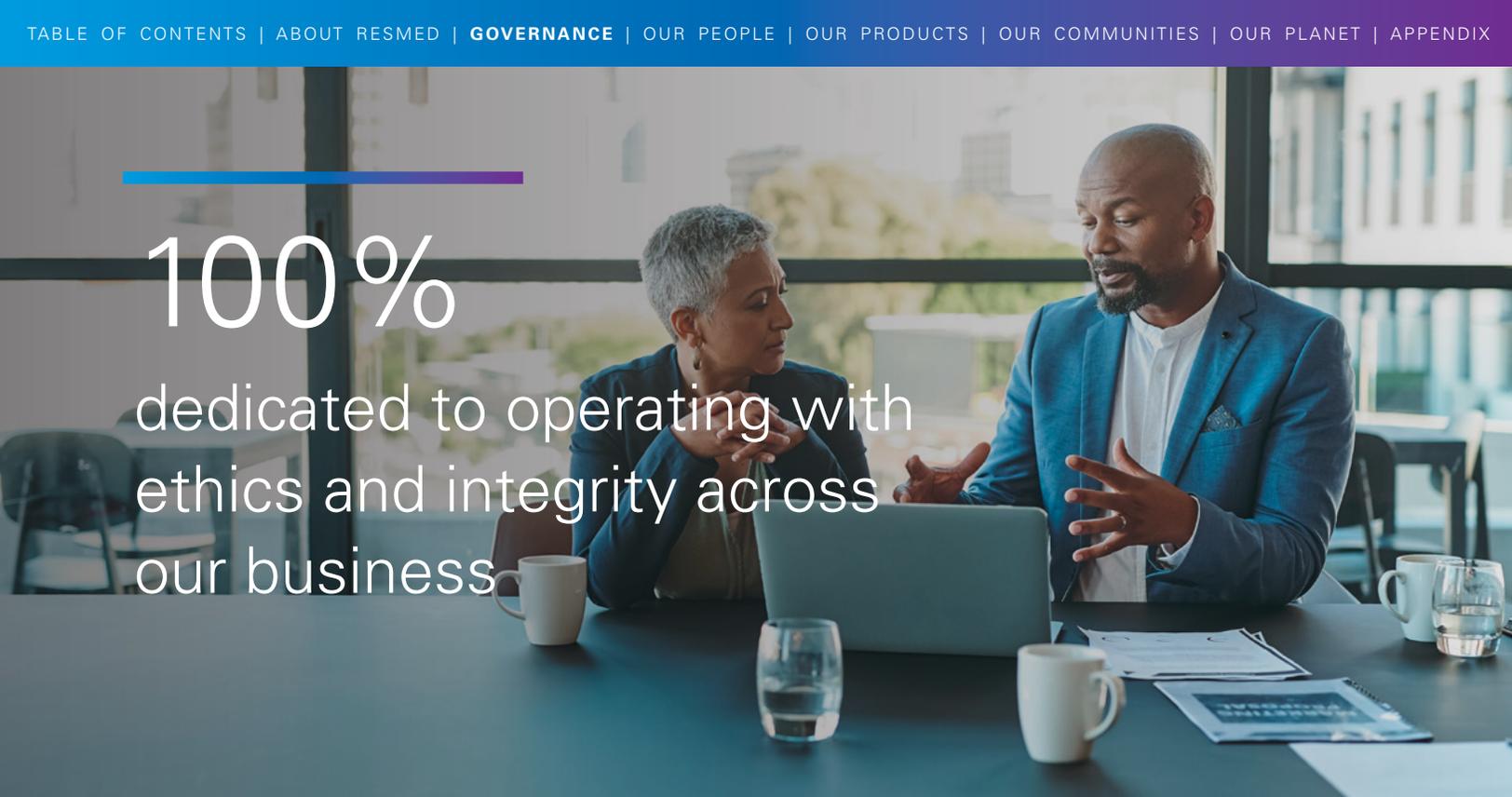
100%
dedicated to operating with ethics and integrity across our business

All third parties (such as suppliers, distributors, dealers, resellers, and marketing partners) that ResMed works with are expected to follow the same or similar ethical and legal standards. We detail our expectations in ResMed's Third-Party Code of Conduct, available online. In addition to ethical standards, our Third-Party Code of Conduct is designed to address potential corruption and bribery arising from third-party interactions with government officials or healthcare professionals on our behalf. Part of this process requires appropriate diligence when engaging with third parties, including screening to identify high-risk third parties and mitigating potential risks. We provide third parties with training on anti-bribery and corruption issues when needed or requested.

Anti-corruption

Our global anti-bribery and anti-corruption policy, included in our Code of business conduct and ethics prohibits all forms of bribery and facilitation payments and restricts gift-giving or exchanges of anything of value with government officials. We are committed to abiding by all anti-bribery and corruption laws, including the U.S. Foreign Corrupt Practices Act, the Organization for Economic Co-operation and Development, the U.K. Bribery Act, and the Brazilian Anti-corruption Act, among other laws.

ResMed's employees and third-party distributors

must never provide or accept anything of value to gain an improper advantage or inappropriately influence decision-making related to our products. We routinely communicate these ethical standards to our employees and third-party partners and provide comprehensive training to internal and external stakeholders to ensure their awareness and to equip them with the necessary tools to navigate ethical challenges.

Anti-competitive behavior

ResMed is committed to complying with competition laws in the jurisdictions in which we operate. Typically, these laws include competitor relationships, prices and terms of sale, marketing, and trade practices.

Our employees understand that competition laws are complex and can vary worldwide, often leading to different results for the same conduct depending on the country in which ResMed operates. Employees are instructed to consult with the legal department when questions related to local competition laws arise.

Policy and advocacy

ResMed engages in public policy discussions with policymakers, trade associations, and thought leaders to encourage sound policies that support access to our products and innovation and address important social issues associated with our industry and products.

Political transparency

ResMed does not contribute to individual candidates or parties, and we do not have a political action committee. Any political contribution ResMed may make would only be made in the Company's interests and without regard to the political preferences of individual executives or employees.

Advocacy and associations

ResMed is committed to playing a key role in shifting healthcare systems from caring for the sick to focusing more on preventative care: keeping people healthy and out of the hospital by enabling all people have access to the tools, technologies, and care they need at the right time. We work toward this future as a regular and ongoing supporter of clinical, scientific, patient, and industry organizations to help promote the social and economic benefits of healthcare-related products, solutions, and services that are evidence-based and clinically relevant, as well as policies and programs that enable sustainable healthcare ecosystems.

ResMed partners with patient, clinical, and industry advocacy organizations to improve quality of life, expand access to care, and support innovation for people in out-of-hospital care. This includes membership in relevant industry associations worldwide, which accounts for spending of approximately $1.3M annually. ResMed subject matter experts and leaders engage at all levels within these associations and with other stakeholders to work toward a more patient-centric and accessible healthcare ecosystem.

We conduct relevant research using innovative approaches with inclusion in mind, harnessing the power of data insights to identify gaps in care and health disparities, diversifying our clinical trial populations, forging partnerships with organizations focused on health equity, participating as a thought leader in health and tech forums, and publishing position papers that promote health equity and access to care.

Listed below are some of the global advocacy groups ResMed engages with to provide subject matter expertise to:

- ABHI - The Association of British HealthTech Industries
- AdvaMed - Advanced Medical Technology Association
- American Association for Home Care
- American Health Care Association
- APACMED - Asia Pacific Medical Devices Association
- Council for Quality Respiratory Care
- CTA - Consumer Technology Association
- DigitalEurope Digitally Transforming Industries
- HIMSS - Healthcare Information and Management Systems Society
- MedTech Color
- MedTech - Europe European Trade Association for Medical Technology
- National Association for Home Care and Hospice
- National Association for the Support of Long Term Care
- SNITEM - French National Union of Industry and Medical Technologies
- SPECTARIS - German Industry Association for Optics, Photonics, Analytical, and Medical Technologies

Below are some of the global advocacy groups where ResMed holds volunteer leadership positions:

- AdvaMed - Advanced Medical Technology Association
- American Association for Home Care
- Council for Quality Respiratory Care
- CTA - Consumer Technology Association

- SNITEM - French National Union of Industry and Medical Technologies
- SPECTARIS - German Industry Association for Optics, Photonics, Analytical, and Medical Technologies

Intellectual property

We rely on a combination of patents, registered designs, trademarks, trade secrets, copyrights, and non-disclosure agreements to protect our proprietary technology and rights. Some of these patents, patent applications, and designs relate to significant aspects and features of our products. In aggregate, we believe combining these rights is of material importance to each of our businesses.

Through our various subsidiaries, as of the reporting period covered by this report (Fiscal Year 2023), we own

or have licensed rights to approximately 9,700 patents and designs that are either granted, allowed, or pending. Patents and designs have various statutory terms based on the legislation in individual jurisdictions, which may be subject to change.

As of the end of Fiscal Year 2023, 619 U.S. patents and 1,472 foreign patents will expire in the next five years. We believe that the expiration of these patents will not adversely impact our competitive position.

Other laws and regulations

Legal compliance

ResMed is committed to adhering to the laws that regulate our business practices in all jurisdictions in which we operate. ResMed believes that legal compliance is as critical to ResMed's success as making the best products and offering the best services in the world. Adhering to laws and regulations inspires the trust and confidence of our stakeholders and is foundational to how we do business.

Environmental compliance

We have not received any regulatory notices, complaints, or issues raised by external parties, and we are not aware of any environmental issues raised against our major suppliers during the reporting years.

We insist on achieving strong compliance with environmental regulations with no material breaches and have seen improvements in material efficiency and recycling in both production and administrative areas. We are extending our adoption of ISO 14001 standards, which reflect the need to conserve scarce resources and protect our natural ecology. We have invested in environmental stewardship at our sites and are committed to extending that stewardship to our product design and packaging.

Market-related compliance

ResMed's Code of Business Conduct and Ethics sets forth our commitment to market-related compliance regarding the sales and marketing of our products. Employees must adhere to our commitment to only interact, communicate, and market our products and services responsibly and comply with national and local regulations and requirements - especially with healthcare professionals, patients, and consumers. Our commitment to responsible marketing includes social media communications, in-person and virtual interactions with our customers, and responsible advertisement of our products and services to avoid off-label promotion.

Occasionally, we collaborate with healthcare professionals to help ensure patients have access to our products and services. ResMed has adopted a global policy on Interactions with Healthcare Professionals to ensure ethical interactions and conduct.

Our collaboration with healthcare professionals includes new product development, partnering on clinical research, developing educational programs, and providing training on the proper use of our devices. Physician interactions involve a stringent process requiring all physician interactions to have a verified, documented, and legitimate business purpose. Arrangements involving payments must be at fair market value for the services provided.

To ensure adherence to appropriate marketing practices, we require all employees to be trained on the rules related to the sales and marketing of our products and services. We perform routine audits, monitor interactions, enforce contractual terms, and conduct investigations into alleged wrongdoing. Where required, we report to federal and state authorities all payments and other transfers of value made to certain healthcare professionals and organizations, and we have implemented a global conflict of interest policy restricting inappropriate relationships and conflicts of interest.

Cybersecurity and data privacy

As the global leader in digital sleep health, we pioneer innovative solutions through the responsible and ethical use of technology and data to deliver on ResMed's mission.

Customer data protection

Responsible and ethical data stewardship are important values shared by ResMed and our stakeholders. We take significant measures designed to protect the data we process for our customers, users of our products and solutions, employees and business partners. We take significant measures designed to protect the data we process for them. Our approach to data protection includes data governance, privacy, security, and compliance.

ResMed is committed to respecting human rights, including the right to privacy. At ResMed, we design our products and services with security and privacy design principles in mind. We strive to give users of our products and services more transparency and control over their data. Furthermore, ResMed invests in and

prioritizes information security and privacy programs. This investment allows us to unlock the value of de-identified data and use insights to help patients, providers, physicians, and payers. Additionally, ResMed has implemented a range of administrative, technical, and organizational measures to provide assurance that personal and sensitive data entrusted to us will be protected and processed legally and ethically.

Data governance

We believe that data and digital product governance, including those incorporating artificial intelligence and machine learning, should be full-cycle and "by design." By that, we mean that proper care is taken in every step, from creating, storing, transmitting, and using data, especially patient-related clinical data.

Our Chief Information Security officer (CISO) oversees the protection and processing of our customer's data and reports to our Chief Executive Officer while our Chief Privacy Officer (CPO) reports to our global general counsel. The Board of Directors and the Audit

Committee are briefed on data security and privacy matters and discuss relevant topics with upper management on a regular basis. The CISO provides an annual update on the status of the security program to the full Board of Directors, and the CPO provides and annual update on the status of the privacy program to the Board Audit Committee.

Our Privacy notices are published online. Versions applicable to the United States can be viewed here. Versions for other countries can be found here. Information Security news and alerts can be viewed here. Our employee and contractor agreements set formal obligations on adherence to our Code of Business Conduct and Ethics, our IT Information Security Policy, our Global Privacy Policy, and other internal policies.

Regulations, standards, and certifications

ResMed has designed programs and controls to protect personal health data for residents of over 140 countries. Regulations governing our protection of customer data (including sensitive data) include, but are not limited to, the U.S. Health Insurance Portability and Accountability Act (HIPAA), as amended by the Health Information Technology for Economic and Clinical Health Act of 2009 (HITECH), the European General Data Protection Regulation (GDPR), the UK General Data Protection Regulation, China Personal Information Protection Law (PILP), the Japanese Act on the Protection of Personal Information (APPI), Brazil General Data Protection Law (LGPD), the California Consumer Privacy Act (CCPA), the California Privacy Rights Act (CPRA), and the Australian Privacy Act. While these jurisdictions cover the majority of personal data processed by ResMed, there are other data protection regulations that we monitor and include, as appropriate, in our privacy and security programs, including consumer protection laws and guidance issued by regulators. The goal of investing in and maintaining security certifications is to give assurance to our stakeholders. ResMed recently earned two valuable certifications: HITRUST certification in the US and ISO27001 / ISMS in Europe.

ResMed makes material investments in the people, processes, and technology for its Information Security and Privacy team functions. The design and effectiveness of the controls for systems hosting material amounts of sensitive personal health data

include validation through a Service Organization Control (SOC-2) report, a Japanese P–Mark certificate, the French Hébergeurs de Données de Santé (HDS) or Health Data Hosting certificate, and the United Kingdom National Health Service Data Security and Protection Toolkit (DSPT) (with governmental spot audits).

Security and privacy culture

ResMed believes privacy and data protection are shared responsibilities across the company. ResMed provides its staff, including employees and contractors, with security and privacy training and user awareness campaigns to ensure all ResMed employees have access to current information to help keep data and systems secure and compliant. Employees can raise security and privacy issues and questions with our Chief Information Security Officer and our Chief Privacy Officer, respectively. When we become aware of a potential data security incident, a privacy incident, or both, we conduct prompt investigations and analysis to determine what steps to take in response, including providing notifications promptly when required by law.

Investment in data protection and technology

Security and data protection investments are based on a comprehensive risk management program prioritizing meaningful data protection measures (security, privacy, and compliance). Security risks are monitored, reviewed, prioritized, and managed. Security risk reviews are in place for critical vendors to help ensure they have the security and data privacy capabilities and controls to protect data and systems. Our vendors must also protect data entrusted to us through our contractual terms.

To ensure security controls meet stringent standards, ResMed conducts third-party security and privacy assessments, captures any findings, and prioritizes remediation of the risk management program. Incident prevention is a primary goal of the Information Security team, with particular attention to confidentiality, integrity, and availability. ResMed has a mature security incident response program comprised of policies, standards, training, and testing.

Core to ResMed's security program are sophisticated technology solutions. Our industry-leading measures include advanced monitoring, network protection tools such as internal and external firewalls, network intrusion detection and prevention, penetration testing, vulnerability assessments, threat intelligence, anti-malware, and access controls. ResMed's Information Security program team publishes a sample of the controls we utilize across ResMed and subsidiary companies to defend against threats and mitigate risks. These can be viewed here. The controls have contributed to ResMed not having a material security event between 2021 and 2023.

Our approach to tax

ResMed has a Tax Policy that sets out ResMed's approach to tax governance, decision-making, and conduct. The Tax Policy conforms with ResMed's publicly available Code of Business Conduct and Ethics.

The ResMed Tax Policy constitutes our tax strategy documentation. It is publicly available on the Corporate Governance Documents section of our Investor Relations website. Direct link to ResMed's Tax Policy.

The Audit Committee of the Board of Directors is the governance body within the organization that formally reviews and approves the ResMed Tax Policy. The frequency of review is as needed from time to time but at least once every 2-3 years. The Global Head of Tax is responsible for ensuring compliance with the ResMed Tax Policy.

The policy discusses our approach to regulatory compliance and tax risks. The policy conforms with ResMed's Code of Business Conduct and Ethics and, like all ResMed policies, is consistent with our business and sustainable development strategies.

This policy, along with associated manuals, and procedures form our tax governance framework, which outlines how risks are identified, managed, and monitored. The Audit Committee of the Board of Directors is ultimately responsible for compliance with the Tax Governance Framework.

External stakeholders can raise tax concerns via the contact form available on the ResMed website.

Our people

Our people

Our people are critical to our company's ongoing growth and success. Our mission to change 250 million lives in 2025 depends on the strength of our people and the culture we build together. We offer flexible work options and competitive pay and benefits to attract, develop, and reward ResMed employees ("ResMedians") worldwide. We focus on creating and enabling a supportive workplace environment that allows our employees to thrive in their personal lives and the workplace. We provide multiple learning programs to enhance organizational capability and allow our people to invest in their professional growth.

Our Code of Business Conduct and Ethics and other formal policies on workplace behavior, discrimination, harassment, health and safety, career development, and employee benefit programs help reinforce our culture and support our people. Compliance with environmental, safety, and labor standards is integral to our operational ethos and business ethics. Our safety, remuneration, and employee engagement measures are strong, while our employee turnover rate is in line with or lower than industry benchmarks.

As of the end of fiscal year 2023, our workforce comprised over 10,000 people (including contingent workers), of which over 80% were full-time employees working across multiple geographies worldwide. We generally use contingent staff for specialized services or during peak times in our manufacturing and production teams. The number of contingent staff varies significantly based on seasonal demands.

Belonging, inclusion, and diversity for success (BIDS)

ResMed is committed to creating a sense of belonging for all our employees, patients, and communities and we are embedding inclusive business practices throughout our organization. Our commitment means we prioritize that people feel seen and valued as we cultivate and build an inclusive company, in everything we do, say, and in how we show up and lead.

Our investment in integrating BIDS values has yielded more internal awareness of different communities and lifestyles, and enabled us to build the internal

Our approach to Belonging, inclusion, and diversity for success (BIDS) is four-pronged:

1 Building people practices and an end-to-end employee experience that is inclusive and attracts, develops, and retains talent.

2 Thorough consultation and partnership on policies, processes, handbooks, facilities, and reporting.

3 Advocating for inclusive design and accessibility across our product portfolio as well as ensure our technology is accessible and designed for everyone.

4 Showcasing a ResMed brand that truly represents the world we live in regarding images, language, community partnerships, cultural awareness, and partnerships.

resources needed for our employees to innovate and thrive as we engage with our stakeholders. As an example, in the past year we built an internal online platform hub for Parents and Caregivers with different resources they can leverage, making them feel more supported at work. We also have new Employee Resource Groups (ERGs) in Germany, Australia, and Singapore to promote employee belonging. We offer psychological safety and inclusive leadership sessions and are seeing increased intersectionality and allyship across the board - illuminating a culture that encourages and enables engagement and development. We are committed to building inclusive practices and celebrating all diversity to strengthen employee morale and engagement, innovation and ideation, product design, and created opportunities for community in a hybrid world. Additionally, we are committed to creating a more connected workforce to improve the well-being of our employees.

We measure our progress through annual employee engagement surveys, industry benchmarking metrics, employee engagement, internal customer requests, and data analysis on attrition, hiring, and promotions. The BIDS team constantly sources feedback on its programs and projects through post-event surveys.

Our employee community

Our dedicated and strategic Diversity and Inclusion (D&I) team consults, manages, and delivers globally. Our Head of Global Inclusion & Diversity reports quarterly to the CEO and his direct reports, sustaining strong communication, accountability, and championship. The D&I team partners enterprise-wide across all business verticals, including manufacturing and distribution centers. Additionally, the team seeks input from a Global Council of employees around the world that advises on regional trends and norms, a Task Force in our software business that helps communicate our projects and campaigns, a Council of Talent Acquisition leaders, as well as from our 17 community leaders and board members.

We have seen an increase in employees engagement, through employee-led groups aligned with ResMed values and business goals. We have 17 'communities' that we call employee resource groups (ERG) or Mosaics. An ERG is a specific community, culture, and/or lifestyle, and allies, while a Mosaic focuses on what is more regionally important to that community. Many ERGs are global, such as for Parents, LGBTQIA, and Caregivers, while all our Mosaics are in country offices, like Lyon, Dublin, and Munich. Each Mosaic chapter addresses what is relevant to that culture and delivers material in a culturally sensitive way. Nearly 1,000 employees participate in our ResMed communities.

Our ERGs and Mosaics, with strategic support from our D&I team, offer inclusion-building initiatives open to all employees worldwide, creating opportunities for personal and professional development, community outreach, recruiting, and networking. They are also a valuable resource for business departments on specific projects, serving on focus groups, and helping with recruiting efforts.

The groups currently available across our organization are:

- Black and African American
- Asian-American-Pacific Islander-South- Asian
- LGBTQIA+
- Hispanic and Latin
- Veterans
- People of all Abilities and Disabilities
- Parents
- Caregivers
- Women at ResMed
- Women in Sales
- Women in SaaS
- Women in Canada
- Women in Tech Australia
- Australian Indigenous Mosaic
- Mosaic Ireland
- Mosaic France
- Mosaic Germany

Inclusion

At ResMed, we understand that belonging is an outcome of an intentional effort to build inclusion. We want our employees to feel both seen and valued, and our patients and prospective talent to understand we are an inclusive company in every way.

Our D&I team partners with business units to deliver learnings and discussion circles on *unconscious bias, psychological safety, allyship,* and *inclusive leadership.* These learning opportunities create a better understanding of how we can each show up at work to create an environment where everyone can thrive and be themselves. Our 2023 employee engagement survey showed that ResMed employee's "sense of belonging" increased across the organization. The D&I team continues to empower ResMedians globally to own their personal growth by taking micro learnings and completing a certificate in D&I concepts. All learnings are offered with translation and caption services.

The D&I team utilizes ResMed's employee intranet to offer resources on many aspects of inclusive culture. ResMedians can go onto the BIDS intranet site and learn more about bias in AI, inclusive language examples, toolkits, and frameworks that help with inclusive management, join a buddy or allyship program,
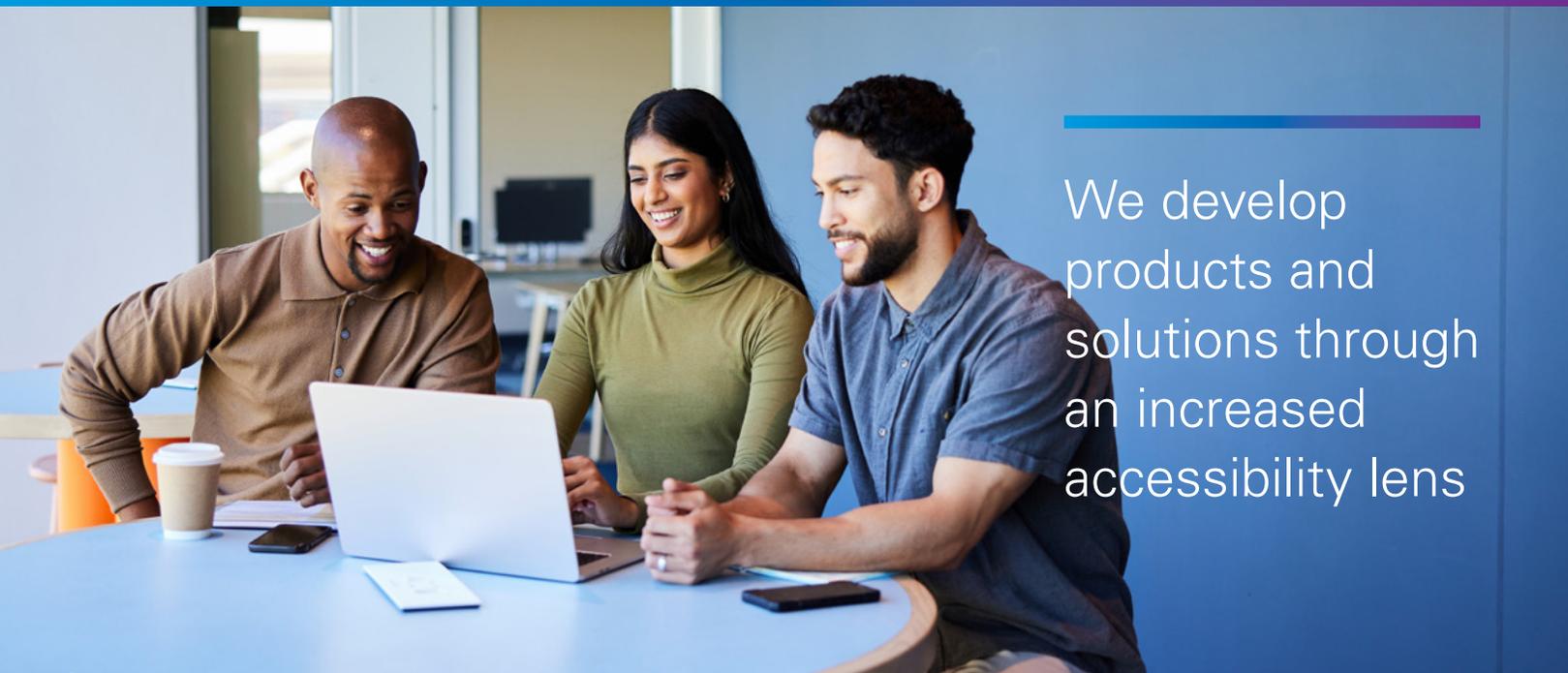
We develop products and solutions through an increased accessibility lens

and learn about different accessibility tools at ResMed, like MS Teams and within MS Word.

All employees can easily access a full calendar of events and download events directly to their calendar. For the past year, all BIDS team meetings and events have had live captioning. Most events are recorded and posted within a day and employees can watch in their preferred language.

We feature an employee from around the world as an "Inclusion Champion" every month, with the objective of telling employee stories and highlighting what employees are doing daily to cultivate a culture that is inclusive and attentive to everyone.

Inclusion in our products and services
Increased advocacy and awareness around accessibility in our products and technology was a focus of the D&I team in 2023. This was the second year we acknowledged Global Accessibility Awareness Week and World Usability Day. In partnership with our Inclusive Design team and some of our Product teams, the D&I team engaged with external accessibility experts. It elevated our awareness of designing with inclusivity front of mind. Members of a Product Design team attended *DisabilityIN*'s annual conference for the second year in a row and have since been approaching the design of our masks and packaging with a more inclusive lens and doing more user testing on different communities – like patients with Downs Syndrome, different respiratory challenges, and/or Dwarfism. We are working on building guidelines that address

accessibility, demographics, cultural awareness, and inclusive design thinking into our product roadmaps and go-to-market strategies.

The Head of D&I works closely with the Medical Affairs team on community outreach strategies to increase the diversity in our sleep trials. There has been a noteworthy year-over-year increase and a revised plan on the best outreach mediums to use for different cultures. The partnership also found value in conference engagement and addressing the importance of diversity in clinical trials and D&I programs for Medtech companies. In conjunction, they are working together to design a pilot for different go-to-market strategies in different countries and communities, thoughtfully considering cultural norms and their relationship with sleep, well-being, and healthcare.

Diversity

We believe our diversity propels and accelerates our innovation and business. As a company with offices in over 40 countries and selling in over 140 countries, we have a diverse and respectful culture. We are proud to look at diversity holistically – considering everything from race, gender, age, neurodiversity, disability, life experiences, faiths, and lifestyles, etc. Everyone brings value to our teams, and we continue to learn from one another and build better products, processes, and strategies as a result.

The D&I team advocates for the building of inclusive behaviors and practices and provides multiple

initiatives and programs to ensure that all employees feel a sense of belonging at ResMed. The Head of D&I internally offers repeat training sessions on the "Value of Diversity" and on "Inclusive Leadership," and works directly with our Talent Acquisition (TA) team on how to strategically build a pipeline of talent that is representative of the diversity in the industry and world we live in.

This past year, we continued our support of San Diego based organizations - Black Tech Link and Latina Geeks - which enabled our ERGs to support young STEM talent in both the Hispanic/Latin and Black communities. Additionally, we attended a recruiting conference in Singapore for LGBTQIA talent and engaged in a one-year partnership with MyGWork – a database of millions of LGBTQIA talent worldwide. This partnership resulted in not only the hiring of talent but also shared profiles and stories of ERG leaders on social media. BIDS also continued its partnership with *DisabilityIN* and sourced from their database of talent and participated in a career fair of talent that identifies as having a disability. Through *DisabilityIN*, ResMedians were able to engage in external mentorship opportunities through their NextGen Mentorship program. For our Veterans, our Veteran ERG partnered with D&I and TA and US Military program Skill Bridge and hired interns that were separating from the US Military. We remain intentional and thoughtful about our community partnerships and strive to build a talent pipeline that is equitable and representative.

We continue to invest in leadership and growth opportunities for all our communities through our Talent Development Offerings. The D&I lead also worked with People Leaders to nominate talent for specific career development programs tailored by demographic; this included programs like Women Unlimited, that supports women in senior roles; and Piercing Strategies, that provides a leadership program for black female leaders. BIDS continued its partnership with Athena, an organization for female STEM professionals in San Diego, and with Sistas in Sales, an organization for women of color in sales professions. This enabled ResMed to share job descriptions, build its brand, and build relationships in these respective communities.

We are very proud that our efforts to ensure a workforce that accommodates all diversity and neurodiversity was publicly acknowledged with a score of 90 out of 100 on the DEI Index by *DisabilityIN*. The D&I team has worked hard over the last two years to enhance our policies,

90% DEI Index by DisabilityIN

training, offerings, and culture, and we received our first award recognizing our inclusion and diversity-building strides for people with disabilities.

There is no distinction in ResMed employment benefits based on gender. We provide the same paid and unpaid parental leave to all employees who meet eligibility criteria in accordance with, or above, relevant state and/or federal laws. We also recognize the responsibilities of caregivers, and our BIDS team, in partnership with the People and Benefits team, are creating safe spaces for employees to surface their benefit needs.

Hiring policies and practices

We believe hiring is a key competitive advantage for ResMed and that finding and engaging the best talent is a collective responsibility. Our hiring philosophy focuses on finding, assessing, and hiring great talent to achieve our business strategy with a focus on recruitment excellence and ensuring D&I practices are embedded in our processes. We start by recognizing the value of our internal talent and then use strategic sourcing and our understanding of talent scarcity to analyze and fill the gaps. Our approach is to provide a personalized experience to engage top talent, work to strengthen our employment brand, and promote our extraordinary culture.

We make a conscious effort to reach out to underrepresented candidates, based on the current team composition, to ensure a more balanced representation and to increase the probability of hiring more diverse talent. We hire talent based on performance, capabilities, qualifications, competence, and experience regardless of a candidate's gender, race, color, creed, religion, marital status, age, ancestry,

disability or medical condition, sexual orientation, military status, ethnicity, socioeconomic background or any other personal characteristics.

Graduate and internship programs
A significant part of our talent strategy across our key sites (Sydney, Singapore, and San Diego) is delivered through our Graduate and Internship programs. These programs aim to build multi-generational diversity and create talent pipelines for future leaders across our organization while giving back to the student community by providing real-life work opportunities in various parts of our business. The success of these programs has been exceptional with several key leaders across the globe having joined ResMed through this pathway.

We offer multi-discipline opportunities in Engineering and key corporate business areas, including Marketing, Finance, IT, Medical Affairs, and Quality. The duration and offering of each program varies, with a common aim to cultivate strong relationships with diverse early career talent and help facilitate seamless entry into the work environment for undergraduate and graduate talent.

Our graduate and internship programs have great partnerships with world-class universities, including:

· MIT (Massachusetts Institute of Technology) LGO (Leaders for Global Operations) program for students is their MBA dual degree program.
· NTU (Nanyang Technological University) REP (Renaissance Engineering Program) was created to develop future engineering leaders who finish with a Bachelor's Degree in Engineering Science and a Master's in Technological Management.
· UNSW (University of New South Wales, Sydney) partnerships, including the Peter Farrell Cup (PFC). This is UNSW's most prestigious competitive ideas program that is designed to fast-track the next generation of entrepreneurs and start-ups.

Employee development

We think about talent as an ecosystem where all information flows together, providing the foundation to have the right people and capabilities to meet current and future business goals. We have an approach that helps identify changing leadership and capability needs across the business, reduces gaps in talent for critical roles, and ensures development is correctly focused.

Key steps to our employee development approach include the following:

· Workforce planning to identify critical roles and future capability needs;
· Understanding the abilities and aspirations of our people based on ongoing discussions, regular check-ins, and career conversations;
· Talent assessment/calibration based on impact and potential with feedback from others and building development options;
· Succession planning for key roles; and
· Development discussions led by people leaders.

Career goals and development

At the start of each fiscal year, senior leaders collaborate across ResMed to set "objectives and key results" (OKRs). These are important, near-term execution priorities for the coming quarter to ensure alignment with ResMed's long-term growth strategy.

We believe high-performing teams make performance and development discussions a regular habit. These conversations set clear expectations and focus on ways to leverage our peoples' strengths, improve impact, navigate competing priorities, and provide perspectives to help our people grow, develop, and reach their goals. This includes regular check-ins between team members and their people leaders with a development focus.

Development, training, and education

We encourage our people to think about areas of opportunity that will help them succeed in their role and in contributing towards ResMed's strategy, outline what needs to be accomplished, and use the core competencies to discuss how to achieve desired outcomes.

We have career and development pathways designed for specific roles in consultation with operational management and learning and development specialists. We encourage our people to take advantage of online, on-campus, and tertiary learning avenues. We also provide financial support for education or training across many of our countries when appropriate.

We provide more than 16,000 online courses that are individual, capability, and skill-specific, with formal tracking of employee completion and performance through our Learning Management System. Online and face-to-face courses on operational compliance issues are developed and delivered in-house. Online compliance courses on ResMed's Code of Business Conduct and Ethics, diversity, U.S. Foreign Corrupt Practices Act, and health and safety are developed by our Learning and Development team with external subject-matter advisers.

Employee benefits

Compensation and benefits

Our Total Rewards philosophy compensates employees (and contingent workers) equitably and competitively using a range of external market data. In alignment with our culture, we strive to communicate openly and transparently about how compensation decisions are determined. Our philosophy is designed to be thoughtful and fit-for-purpose to support our underlying ResMed strategy, as well as clear and simple to ensure understanding, adoption, and how compensation links to our shared goals and outcomes across our diverse global employee base.

Equal opportunity and pay equity are integral to this philosophy. We provide market-competitive compensation and benefits based on benchmarking surveys we regularly conduct for all levels against relevant peer industry and competitor companies to attract, retain, and motivate the talent required to achieve stated company objectives, and execution of our company strategy. We also use a range of external market data secured from various sources including collective bargaining agreements and the decisions of employment courts and administrative tribunals. Our annual and long-term incentive packages are linked directly to business and individual performance, balancing short- and long-term financial and strategic objectives. We also provide a competitive Employee Stock Purchase Plan (ESPP) to encourage our employees to invest in ResMed at a discounted price. Non-financial benefits such as health insurance, retirement, life insurance, and leave, conform to local regulations and practices and align with our ResMed values.

We support our people and their families with flexible work arrangements

We embrace a thorough and comprehensive approach to ensuring fairness and equity within our underlying rewards programs. We constantly review and assess our pay practices across the company to identify any potential pay issues and address them promptly.

Work-life balance

We support our people and their families with flexible working arrangements, paid time off, and consideration in scheduling. Paid time off varies with local conditions but is generally available for sick leave, parental-community-care provider leave, bereavement leave, volunteer service, and military service where required by local laws. We are encouraging more flexible working arrangements such as job-share arrangements and condensed week options where roles allow.

Our parental leave policies are well above minimum legal requirements and very market-competitive in key locations with a high number of employees (Australia and the U.S.). Additional unpaid leave is available for a range of other personal reasons, such as elderly care.

We maintain a community volunteer program that allows our people to integrate volunteering into their lives with the support of the company and, in some countries, provide volunteer work-related paid time off.

Labor management relations

In certain countries, such as Australia, ResMed has commercial relationships with external Labor Supply organizations whose employees are covered by a collective agreement. This organized workforce in Australia represents approximately 16% of the total workforce.

ResMed complies with all applicable country laws with respect to employee, Union, and/or government notifications.

ResMed does not prevent an employee or other worker from joining or engaging with a Union, association, or other forms of industrial representation. As a diverse and equal opportunity employer, ResMed supports employees, without distinction, subject only to the rules of the industrial organization concerned, to join or be represented by an industrial organization. The establishment of labor-management committees are formed and constituted without management intervention.

In France and part of our Germany-based homecare business, our employees are represented by Work Councils, who are independent of trade unions and with whom we consult regarding health, safety, and working conditions.

Health, safety, and wellbeing

We recognize the benefits of a healthy workforce and adopt a holistic approach to the health and safety of our people. We provide onsite support for employee fitness at our major campuses in Sydney, San Diego, and Singapore. We offer employee health and well-being programs that include on-site blood pressure, cholesterol, and heart testing. Additional programs may include seasonal flu vaccinations, subsidized quit-smoking programs, screening for sleep apnea, confidential third-party counseling, referrals on stress and mental health issues, support for a gym membership, and in some jurisdictions, company-sponsored private health insurance.

Working environment

In most locations, we work in relatively small teams from well-appointed commercial premises. At our major campuses in San Diego, Singapore, and Sydney, we designed and built collaborative and interactive environments that underpin our culture of quality, performance, and innovation. Field-based teams are supported through communication, monitoring, and other resources.

The buildings at the Sydney campus are designed to efficiently facilitate collaboration between corporate and manufacturing teams' accelerating, and improving product design, development, and manufacturing. The Sydney Innovation Center, with its narrow floor plan oriented towards the north, takes advantage of Environmentally Sustainable Design (ESD) principles.

We conduct periodic building environment assessments to measure and inspect the quality of lighting, air, water, and noise in the workplace. Our latest overall results were well within the relevant standards.

Health and safety

We believe maintaining a physically safe and mentally healthy working environment is essential in supporting our people to deliver their best work. Our approach is to prioritize health and safety as positive contributors to innovation, continuous improvement, and business sustainability by focusing on creating a safe environment that reinforces and recognizes safe behavior and makes work easier, which, in turn, makes work safer and more efficient.

At a global level, four health and safety standards - in the health and safety policy; roles and responsibility, risk management, performance, and reporting - provide the framework upon which locally compliant and effective health and safety management systems are built. We resource our commitment using a business partner support model wherein accountability for health and safety lies with the local leaders. Our business partners create processes that are decentralized and focus on building local leaders' capability, autonomy, and accountability so they can appropriately manage health and safety through day-to-day functions.

We stay informed of our health and safety risk profile through the Operations Health & Safety Risk Register, our global performance scorecard, and our online incident reporting and risk management system.

An incident escalation process provides visibility of all priority incidents involving medical treatment or impacting one of the four identified high-consequence operational risks consisting of Powered Mobile Plant, Powered Machinery, Electricity, and Heights. Our Chief Supply Chain Officer reviews the priority incidents for shared learnings and resetting of best practice risk control measures.

Our online reporting system promotes preventative reporting, with 69% of all incidents captured in FY2023 without injury. We monitor the direct year-on-year injury rate and our five-year trend analysis shows relative consistency (average LTIFR of 2.27 & TRIFR of 5.00) against a 53% increase in hours worked over the same time period. This data reflects an effective risk management system that is both responsive and resilient to an expanding scope of coverage and fluctuations in operational capacity. No fatalities have been recorded, and our Operations Health & Safety Risk Register continually challenges the control measures implemented for all hazards with a potential high consequence inherent risk, setting a target residual risk level of moderate or below.

Strategy for continuous improvement

There is still, and always will be, opportunities for continuous improvement. Our operations health and safety strategic plan sets out the major initiatives to drive the continuous improvement of our safety culture and workplace. We have identified four areas of strategic focus underpinned by a framework of goals, initiatives, indicators for success, and guiding principles.

People
Every person in our global Operations team helps shape our safety culture. We aspire to build a culture where our people are encouraged to share their ideas and concerns about safety and challenge the way we work. We want to create a workplace where everyone feels free to stop what they are doing, or what others are doing, if they think that something is unsafe. We encourage conversations about wellbeing and keeping each other safe.

Continuous improvement
We see safety as not merely the absence of negatives but also of systematically understanding, enabling, and being focused on the positives that contribute to success. Our governance activities center on monitoring, verifying safety, and holding ourselves accountable to realizing these positives. Analyzing this collective data informs our decision-making, measures our performance, and generates insights that fuel innovation, business excellence, and continuous improvement. We continuously ask: How can we do it better?

Prevention
Our "Safety in Design" mentality places health and safety as a positive contributor to innovation, continuous improvement, and business sustainability. We use the safety hierarchy of control, where the categories of elimination, substitution, isolation, and engineering are favored over administrative and personal protective equipment to challenge the status quo and transform the way we work to not only treat the risk but challenge the underlying vulnerability.

> ## Workplace health and safety are a top priority across our business

Systems
Our simple digital health and safety tools provide user-centric process flows and visibility for day-to-day safety management. By concentrating on impactful activities, we eliminate redundant processes and standardize our best practices.

Managing health and safety

Our local health and safety management systems are integrated with our certified quality and environmental management systems. We leverage commonalities such as learning management systems, training, induction, document management, and integrating risk management activities for example, emergency response, incident reporting, chemical, contractor, and change management processes.

Through developing global guidance, we identified an improvement opportunity in relation to the sustainability of our training programs where qualifications and competency were a control measure for our high consequence hazards. In response, we captured and systematized training plans for powered mobile plant onboarding, refresher, and shared learnings.

Health programs and promotion

For over 30 years, ResMed has been committed to improving the quality of life, which naturally translates beyond our customers to include our people and

their families. We recognize the benefits of a healthy workforce and adopt a holistic approach to the wellness of our people. We start with helping our people get a quality night's sleep to awaken and be their best through facilitating access to the very same products, services, and technology that benefit our customers. The programs vary around the world to suit the diagnostic and treatment pathways, but in essence aim to provide free

equipment to our people and varying degrees of financial relief to immediate family members, close relatives, and friends.

Our internal Living Life Well wellness brand in the US includes all stages of health and wellbeing as equally important parts of a whole that we want to support and promote. We aim to be inclusive of not only different

With a concierge-level support team, our people have access to:

- Enhanced coverage of sleep diagnostics and treatment
- Healthy Pregnancy, Health Baby incentive program
- Free preventive prescriptions for asthma, diabetes, high blood pressure, heart disease, and osteoporosis
- Free digital health program that provides personal support for those at risk for type- 2 diabetes

- Chronic Condition coaching to help those with serious health conditions
- Lifestyle Management coaching programs focused on stress and nutrition

stages of wellbeing, but also different approaches focused on the physical, emotional, financial, and social aspects of health.

We complement our offerings with a comprehensive communication approach (utilizing town halls, lunch and learns, webinars, videos, emails, websites, apps, AI, LCD screens, newsletters, posters, and mail campaigns) to reach our diverse workforce. We also partner with a medical insurer to offer customized and targeted programs designed to promote awareness, health and remove barriers.

ResMed partners with TELUS Health (formerly LifeWorks), a comprehensive, company-funded global

Employee Assistance Program (EAP) provider offering free local and expert mental health support for our people and their immediate families through one-on-one support, seminars, online courses, crisis intervention services, and workplace emergency response. The EAP emphasizes our focus on the importance of mental health and helping remove the stigma too often associated with acknowledging and asking for the help we need.

In Australia and New Zealand, we have access to VIVO by MLC Life Insurance providing access to a global medical network of specialists for a medical second opinion and specialist care to guide those through the diagnostic and treatment pathways where a mental illness is indicated.

We have a variety of tailored programs and wellness facilities to address the wellbeing needs of our diverse workforce such as:

- Corporate fitness centers
- Walking trails
- Cafeterias that offer fresh and healthy meal options
- Relaxed areas for coffee, ping pong, pool tables & gaming spaces
- Mothers' rooms providing a secure and comfortable space
- Free flu vaccinations
- Wellness initiatives that raise awareness and help people 'know my numbers' such as blood pressure, cholesterol, glucose, and heart health
- Subsidized or free quit-smoking programs and smoke-free campuses
- Lunch and learns with doctors and health experts

- Meditation classes
- Gym discounts or reimbursement
- Executive health assessments
- Financial wellness tools and education and retirement essentials
- On-site physiotherapy
- Tuition reimbursement
- Corporate entry to sporting, theater, and community events
- Support for health awareness-raising initiatives such as RUOK?, Daffodil Day, and Wear Red for Heart

Following the COVID-19 pandemic, we have maintained many offerings in virtual formats, expanding our reach across time zones and countries allowing us to offer live and recorded sessions, ranging from instructor-led cardio classes, to sound therapy and ergonomics to reinforce the importance of making time for wellness and increasing collaboration as people make different connections through wellness.

We also recognize the importance connecting to the community plays in fostering well-being. We have many passionate team members who support a variety of organizations and causes such as American Heart Association, Breast Cancer Awareness, ALS, Cancer Research through Curebound's Pedal the Cause, Salvation Army Giving Tree, food banks, and many other local efforts to support first responders, healthcare workers, and those impacted by disasters.

Our products

Product quality and safety

Our core mission is to improve people's health and well-being by providing innovative and high-quality products and services for sleep apnea, COPD, asthma, and other chronic conditions. Additionally, we aim to streamline the process of aiding and managing consumers in out-of-hospital care settings such as skilled nursing, life plan care, or home health and hospice services. This focus on product quality and innovation is reflected not only in the high regard our customers have for our products and services but also in our vigilance in meeting our safety and marketing obligations.

Quality, innovation, and continuous improvement at ResMed

Patient safety is ResMed's top priority. We work to ensure every product works safely, effectively, and efficiently. Please refer to our global quality policy here for more details. Our Chief Quality Officer oversees product quality which is underpinned by our quality management system, which considers the requirements of the International Organization for Standardization (ISO) 13485 standards for medical devices, the US FDA Quality System Regulations for medical devices (21 CFR Part 820), the European medical legislative requirements (Regulation 2017/745 and Directive 93/42/EEC), the Japan MHLW Ministerial Ordinance No. 169, and other regulations in our target markets. ResMed's quality management provides an integrated quality plan covering quality practices, resources, and activities. The main systems include organization management, environment management, change control and document management, and improvement management, including CAPA, risk management, and post-market surveillance. The quality management system is certified by an independent notified body.

All our employees complete training in relevant quality management system areas. We also train employees in good manufacturing practice, which guides everyday behaviors in a medical device manufacturing operation, such as personal hygiene, protective clothing, and documentation standards. We have a comprehensive internal audit program across the entire business – with over 50 internal audits a year – to ensure compliance with the quality management system and to help identify and act on improvement opportunities.

Research and development

We have a strong track record of innovation in the sleep and respiratory care markets. In 1989, we introduced our first CPAP device. Since then, we have been committed to an ongoing program of product advancement and development. Currently, our product development and clinical trial efforts are focused on not only improving our current product offerings and usability, but also expanding into new digital product applications.

We continually seek to identify new applications of our technology for significant unmet medical needs. Sleep apnea is associated with a number of symptoms beyond excessive daytime sleepiness, fatigue, and irritability. Studies have established a clinical association between untreated sleep apnea and systemic hypertension, diabetes, coronary artery disease, stroke, atrial fibrillation, chronic heart failure, and mortality.

Across the sleep and respiratory care platforms, we support clinical trials in many countries including the United States, Germany, Netherlands, France, Japan, the United Kingdom, Switzerland, China, Spain, Canada, Singapore, and Australia to develop new clinical applications for our technology. We also continue to support some of the largest sleep apnea studies in history by performing advanced statistical analyses on millions of real-world, de-identified, clinical data points collected through our cloud-connected devices and patient engagement tools. These studies provide clinical insights around patient management, device settings, and predictors of patient adherence that inform our product development efforts. Some of the more recent real-world studies point to a link between PAP adherence and lower health care resource utilization.

We consult with physicians at major medical centers throughout the world to identify clinical and technological trends in the treatment of sleep apnea, COPD, and the other conditions associated with these diseases. New product ideas are also identified by our marketing staff, direct sales force, and clinicians.

For our products to remain leading solutions in very competitive markets, we invest appropriately in innovation, with approximately 17% of our employees devoted to research and development activities. In fiscal year 2023, we invested $287.6 million, or approximately 7% of our net revenues, in research and development.

Product quality

The quality management system engages our employees and suppliers to ensure our expected product quality. ResMed has comprehensive systems and processes to ensure our products are designed to meet patient needs and performance requirements. We use engineering and other scientific principles to design and manufacture our products. We design manufacturing processes to consistently meet production quality attributes. We apply these principles from product conception through commercialization, and for the products life.

We have established data sources and metrics in several quality sub-systems, including product development, supplier performance, manufacturing process controls, equipment controls, field performance, complaint management, audits (internal, external and supplier), and product risk assessment. We also monitor data trends and take appropriate action based on those trends.

Product safety

ResMed takes its product safety obligations seriously and relies on a strong quality management system to ensure compliance to stringent regulatory requirements and standards in all ResMed markets globally. ResMed has a strong focus on risk management, using principles from product design, through to manufacturing and commercialization as well as post market surveillance. ResMed proactively collects and reviews experience gained from devices on the market for the purpose of continuously analyzing the risk-benefit ratio and identifying any need for potential corrective or preventive actions. ResMed continually monitors the field performance and safety of released devices and works with customers and regulators to ensure safety and effectiveness for the duration of all product lifecycles in direct proportion to the risk associated with each product.

During FY2023, ResMed did not issue any safety-based (voluntary) product recalls for its devices globally, did not receive any U.S. FDA enforcement actions in response to GMP or other violations, and had no fatalities reported to the U.S. FDA directly linked to a failure of a ResMed device.

The complete ResMed product listing, as shown on the U.S. FDA's MedWatch Safety Alerts for Human Medical Products database, is shown below:

- ACUCARE HFNC
- AIR MINI CPAP
- AIRSENSE 10
- AIRSENSE 10 CPAP
- AIRSENSE 10 AUTOSET
- AIRSENSE 10 ELITE
- AIRSENSE 10 RESPOND
- AIRCURVE 10 CS-A
- AIRCURVE 10 VAUTO
- AIRFIT F20
- AIRFIT F30
- AIRFIT N20
- AIRFIT N30
- AIRFIT N30I
- AIRFIT P10
- AIRSENSE 11
- AIRSENSE 11 AUTOSET
- ASTRAL 100
- ASTRAL 100 MAIN PCB
- ASTRAL 150
- ASTRAL 150 MAIN PCB
- ASTRAL PSU
- ASTRAL INTERNAL BATTERY
- ASTRAL EXTERNAL BATTERY
- ASTRAL MAIN PCB
- ASTRAL PNEUMATIC BLOCK SENSOR PCB
- ASTRAL PNEUMATIC BLOCK ASSEMBLY
- CLIMATELINE TUBING
- LUMIS 100 VPAP S
- OBSOLETE S8 AUTOSET SPIRIT
- OBSOLETE S9 AUTOSET
- OBSOLETE VPAP IV AP
- H4I
- HUMIDX PLUS
- QUATTRO AIR FFM MED
- RESMED LEAK VALVE
- SLIMLINE TUBING
- VPAP AUTO 25 SUB-ASSY

> " We require suppliers to have, at a minimum, ISO 9001 or an equivalent quality management system"

Biocompatibility testing

As a medical device company distributing products into global markets, ResMed is required to comply with regulatory requirements intended to ensure materials in our products are biologically safe for the intended use.

Biological evaluation is commissioned to confirm the bio-compatibility of materials that go into our products, as per the international standard, ISO 10993-1:2018, "Biological evaluation of medical devices."

The FDA and other regulatory agencies still require safety data based on animal studies. If an animal study is not avoidable, ResMed employs the 3Rs approach (Replacement, Reduction, and Refinement) to animal studies whenever possible, and takes all practicable steps to ensure that we meet the required standard of animal care and welfare specified by ISO 10993-2:2006, "Animal welfare requirements." These considerations are also reflected in our internal work instructions during biocompatibility evaluation.

Military products and uses

Other than where our products are used by military personnel, neither ResMed nor its subsidiaries produce or contribute to any products or services designed or used for military purposes. We have no intention or aspiration to produce or sell arms or any equipment designed solely for military use.

Sustainability in our supply chain

Quality with suppliers

ResMed sources over 2,000 individual components or materials from over 200 approved suppliers. We have a comprehensive supplier approval process, with assessment tools that include audits according to the assessed risk of the component or service. We establish standards for supplier communication, responsibilities, quality systems, traceability, and environmental aspects. See SupplierConnect for more information. We require suppliers to have, at a minimum, ISO 9001 or an equivalent quality management system, to be certified by an acceptable third party, and to adhere to the applicable Jedec, IPC, ANSI, J-STD, and SAE standards for electronic components. In some cases, we may approve a supplier that is not ISO 9001 certified, based on our audit of their quality system, with agreed and documented controls.

We conduct ongoing supplier audits based on our initial assessment of a supplier, their subsequent performance, and the nature of the supplied goods. Audit frequency can range from 6 to 48 months. On average, our supplier audit team audits approximately 60 suppliers a year. Most supplied components are also inspected before use for compliance against detailed specifications. Corrective actions are specified for any quality defects, escalating through to termination of contract for failure to address defects.

Managing environmental impacts in supply chain

We are eager to deepen engagement with critical suppliers in key focus areas that have an influence on climate related risk and ability to minimize long term negative impacts of natural resources.
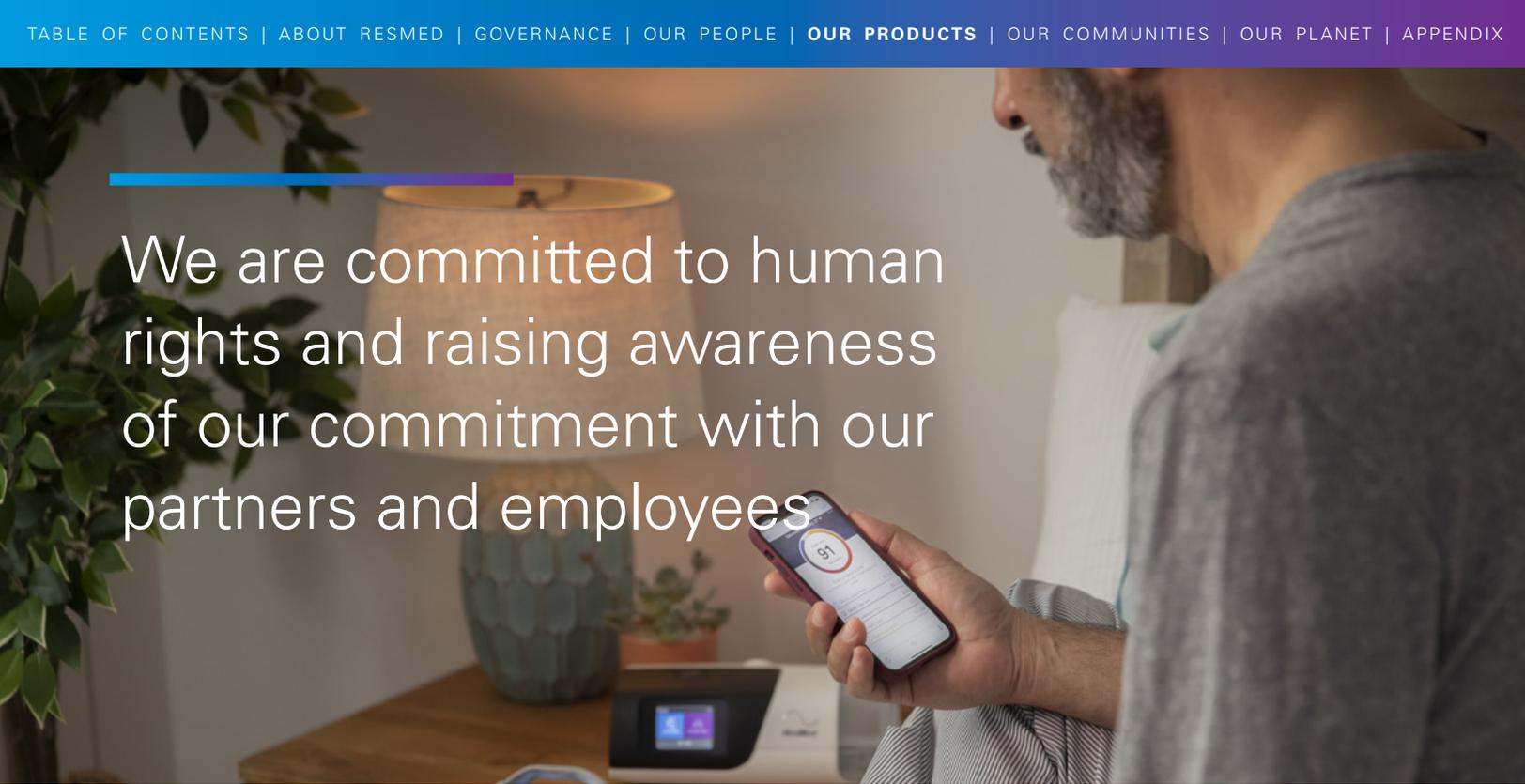
We are committed to human rights and raising awareness of our commitment with our partners and employees

In FY2023, we learned about sustainability initiatives from our major packaging supplier and their journey of moving to more sustainable supply chains. Areas of focus include the manufacturing of sustainable packaging for their customers, reduction of unnecessary single use plastics, and targeted reduction of GHG emissions.

We work with major logistics and warehousing suppliers that have public commitments to sustainability. The use of airfreight is a significant source of our carbon emissions, and whenever possible, we ship our products by sea freight. During the supply chain crisis, we relied more heavily on airfreight to import raw materials and ship finished goods. We have seen a reduction of airfreight in the second half of FY2023 and have been working with our suppliers on mode and route options and container optimization to further reduce our greenhouse gas emissions. We are also working with our suppliers to better capture carbon emissions associated with freight movements.

Managing human rights and modern slavery

The emphasis on safety and human rights of the people who work with ResMed, including those in our global supply chain, are integral to our global ResMed culture. We are committed to reducing the risk of forced labor in our business and supply chain.

We have developed a framework to classify our efforts into a common structure. The components of this framework include:

- Governance and policies
- Training and communication
- Assessing risks
- Investment in internal and external resources

To learn more about our commitment to human rights see our Modern Slavery and Human Trafficking Statement.

Governance and policies
Our key policies include the ResMed Code of Business Conduct and Ethics, the Global Third-Party Code of Conduct, and the Global Procurement Policy. We continue to raise awareness of these through annual employee training and include adherence to these policies when engaging with suppliers. Our Chief Compliance Officer has oversight of our compliance function and works in partnership with our Chief Quality Officer and our Chief Supply Chain Officer to ensure we, and our suppliers, are operating within our policies.

We also commenced recurring multi-disciplinary reviews to evaluate the progress of our initiatives and risks arising through our framework.

Training and communication
We developed and introduced a bespoke modern slavery training module for our employees. This module focused on raising the awareness of modern slavery, including identifying signs and ways to report any incidents or concerns. We continue to communicate our practical efforts with suppliers to support our efforts to reduce modern slavery risk.

Assessing risk
To enhance our risk assessment process, we adopted the STRT (Slavery & Trafficking Risk Template) from the Responsible Social Alliance. The STRT allows us to standardize the data collection from suppliers, and better perform risk analysis of the data. We will continue our efforts to include a broader set of suppliers and encourage their participation in the program.

Investment in internal and external resources
We enhanced our supplier entity screening services to improve our detection methods and better verify supplier identity and their corporate structure. We continue to monitor existing suppliers using third party analytics for economic sanctions and adverse media relating to social responsibility including human rights, discrimination & health and safety issues.

Customer satisfaction

ResMed keeps comprehensive confidential data on customer attitudes about our product quality and customer service.

ResMed generally sells products through medical and health product resellers rather than direct to users. In wholesale markets, health, marketing, and privacy regulations affect the extent to which we can engage directly with users. Accordingly, much of our data on product quality and customer service is derived from wholesale customer surveys, rather than surveys of those using our products. We believe the views of our customers, who also deal with comparable healthcare products, including those of our competitors, are reliable.

Resellers

	RESELLERS Customer Experience Surveys	Customer surveys such as Customer Satisfaction Score (CSAT), Net Promoter Score (NPS) and Customer Effort Score (CES) aim to measure different aspects of their experience when interacting with ResMed. They provide insights on their level of satisfaction and loyalty.

End users
In markets where we directly sell to end-users, a significant portion of end-user sentiment is obtained from online marketing platforms enabling reviews from verified buyers. The feedback from end-users presents genuine experiences and opinions regarding our products, aiding us in gaining insights into user sentiment and identifying opportunities for continuous enhancement of the ResMed experience.

	B2C Online Product Performance Rating	End-user generated review, where they can rate and share genuine experiences with ResMed products. Their rating and feedback can be seen by other end-users.

In North America, we incorporate both post CSAT surveys and leverage market intelligence through various channels such as blogs and social media.
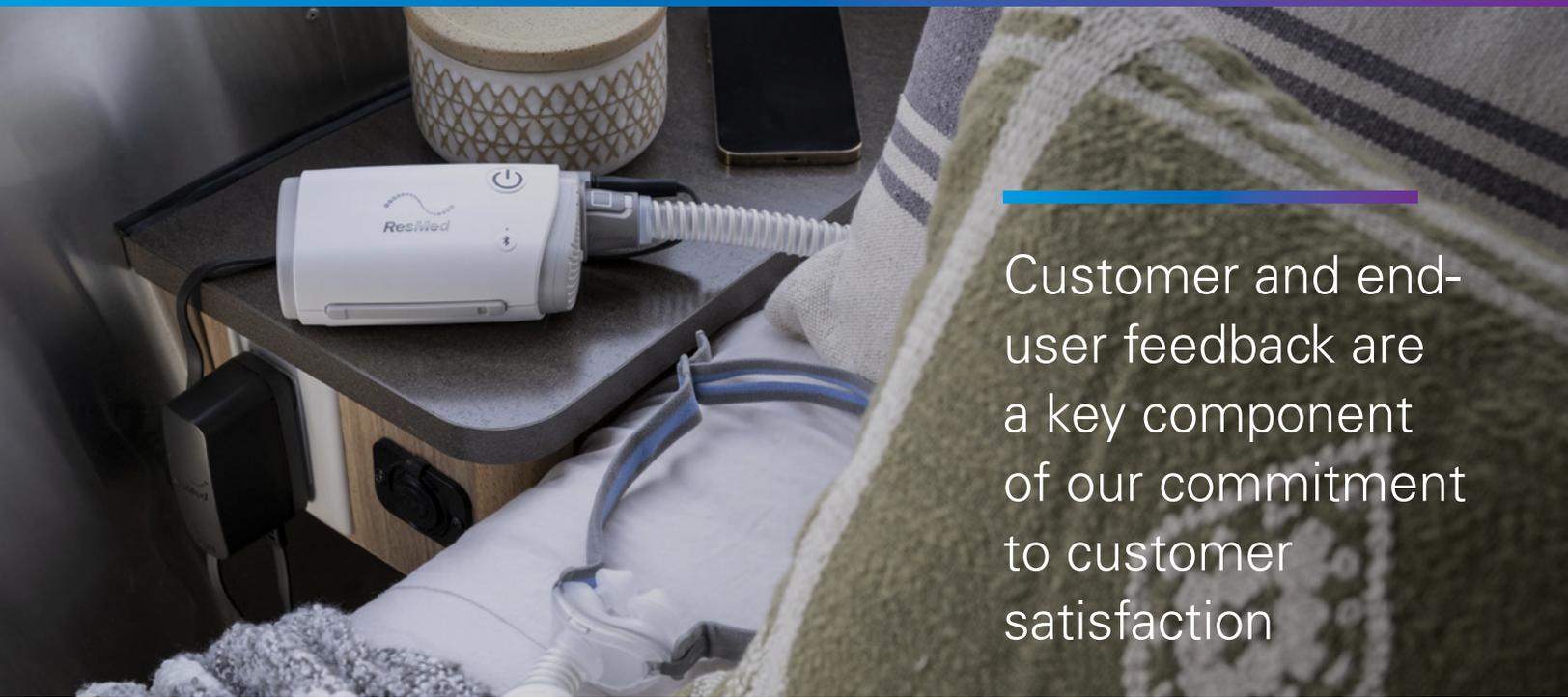
Customer and end-user feedback are a key component of our commitment to customer satisfaction

Post CSAT surveys:

We believe in actively seeking feedback from our customers to gauge their satisfaction levels and identify areas for improvement when speaking with our customer service associates. Our post CSAT surveys are a crucial part of this process. Here's how we go about it:

- **Structured questionnaires:** We design surveys that are concise yet comprehensive, focusing on key aspects of the customer experience. These surveys are sent to customers shortly after they interact with our products or services.

- **Net promoter score (NPS):** We use NPS to measure the likelihood of our customers recommending our products or services to others. It provides us with a clear indicator of overall satisfaction and loyalty.

- **Open-ended questions:** We include open-ended questions to allow customers to provide detailed feedback and insights. These responses often contain valuable suggestions for improvement.

- **Real-time feedback**: Whenever possible, we enable real-time feedback collection to address issues promptly and enhance the customer experience.

Utilizing market intelligence:

Customer satisfaction is not solely determined by our direct interactions but is also influenced by the broader perception of our brand in the market. To harness this aspect, we employ market intelligence through blogs, social media, and other channels:

- **Social Media Monitoring:** We actively monitor social media platforms for mentions of our brand, products, and services. This helps us gauge public sentiment, identify trends, and respond to customer inquiries or concerns promptly.

- **Blog and News Analysis**: We analyze industry-related blogs, news articles, and reviews to gain insights into customer sentiment and market trends. This informs our strategy and helps us adapt to changing customer expectations.

- **Competitor Analysis:** We benchmark our customer satisfaction against competitors to ensure that we remain competitive and strive for excellence in the eyes of our customers.

- **Customer Persona Development:** By synthesizing data from various market intelligence sources, we refine our customer personas to better understand their needs, preferences, and pain points.

Marketing and labeling

Product marketing and labeling requirements are set by medical device regulators in all countries in which ResMed products are sold (e.g., the Australian Therapeutic Goods Administration in Australia and the U.S. Food and Drug Administration in the United States). Products cannot be marketed until a regulatory and legal assessment called label review verifies that these requirements are met. All marketing material must correspond with approved labeling to ensure any performance claims have been verified.

ResMed's quality management system incorporates elements to ensure compliance with labeling requirements, including translations. ResMed's internal quality audit processes also cover the areas of product marketing, user guides and clinical guides, including translations.

ResMed did not receive any material non-compliance notices during FY2023. ResMed's internal audit identified and corrected several minor issues, and the business received some notices of minor nonconformance from regulatory authorities.

Warranties

ResMed generally offers either one-year or two-year limited warranties on our devices. Warranties on mask systems are for 90 days. Warranty repairs are carried out at ResMed facilities, or through our distributor partners using ResMed supplied parts for repair or replacement of the product.

We receive returns of our products from the field for various reasons. We believe the level of returns experienced to date is consistent with levels typically experienced by manufacturers of similar devices. We provide warranties based on historical data.

Product price

Given the variety of ways in which our products and services are sold across the world (including through multiple channels to various stakeholders at different stages in the patient care continuum), we have a myriad of ways of communicating and negotiating prices with our customers, and the term "customers" can represent many different types of purchasers.

Prices may be set through formal contract negotiations, through participation in government, hospital, healthcare system tender, or through the direct advertising and sale of a product in a retail or e-Commerce setting. Depending on the purchaser and country, sales price can be impacted by regulation, payer reimbursement, volume, and/or other product purchase commitments that may be subject to negotiation. In all instances, the selling price is established and understood at the time of the sales transaction and bound by whatever terms and conditions that may be applicable to the transaction in that country. Because the terms of sales agreements are unique to the participating parties, the terms (including price ranges and other similar metrics) are confidential. ResMed maintains country-specific list prices (e.g., a manufacturer's suggested retail price or MSRP), which are made available upon request and often form the basis of the purchase negotiations. We have established processes that allow leadership to maintain governance and appropriate control over changes to customer pricing.

Our communities

Our community contributions reflect our mission to improve millions of lives worldwide through the treatment of chronic diseases like sleep apnea, COPD, asthma, and other chronic diseases, plus improved management of consumers benefiting from out-of-hospital care. We work with "healthcare ecosystem" participants to create opportunities that enable access to the care, technology, and services needed for all people at the right time. This means we conduct relevant research, engage with, and support communities as a trusted partner through unwavering commitment.
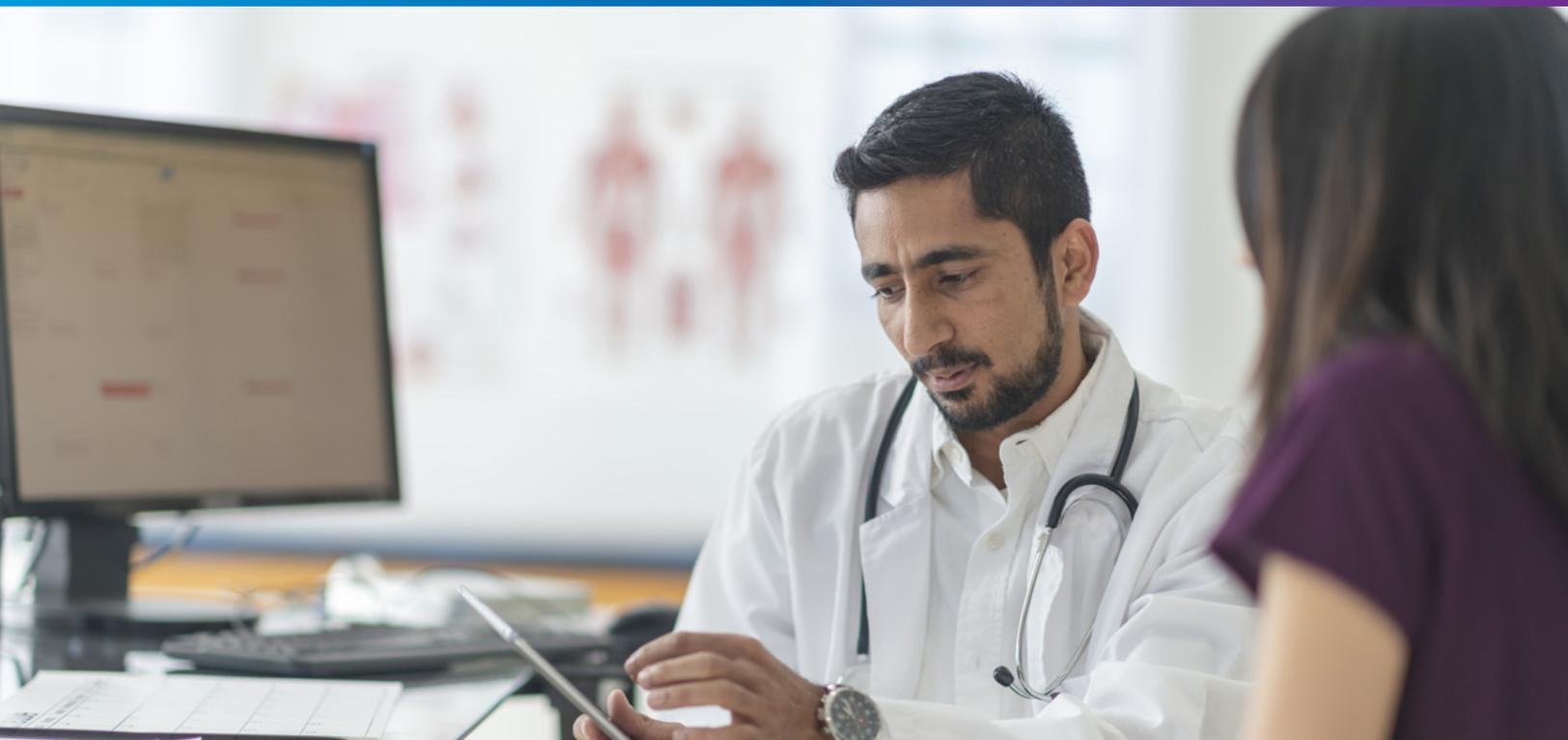
Contribution to community

Contribution to community health

How we impact the healthcare community and how we impact our local communities define our commitment to health and wellbeing. Our corporate giving, diversity and inclusion, industry, and advocacy work contribute to sustainable community impact through knowledge, awareness, volunteering, and fundraising.

Knowledge and awareness

Chronic disease awareness

We continue to raise awareness within the healthcare community through market and clinical initiatives about the increasing link between the potential effects that sleep apnea, COPD, and asthma can have on one another as well as on other chronic conditions such as cardiovascular disease, stroke, high blood pressure, obesity, and diabetes:

- **Cardiovascular disease.** Clinical research has demonstrated a high prevalence of sleep apnea in cardiology patients and has suggested that it may increase the risk of developing cardiovascular disease and heart failure. The European Society of Cardiology, the American College of Cardiology, and the American Heart Association acknowledge the high prevalence of sleep apnea in heart failure cases and have recommended treatment with various modes of positive airway pressure or PAP therapy to treat patients' sleep apnea. Further studies have highlighted this importance, showing the worsening of long-term outcomes in patients with heart failure and sleep apnea, and that treating sleep apnea may improve these outcomes.[1]

- **Type 2 diabetes.** The International Diabetes Federation strongly recommends health professionals treating a patient for either type 2 diabetes or sleep apnea should also consider the presence of the other condition.[2] The American Association of Clinical Endocrinologists' guidelines for a comprehensive diabetes care plan

1 Damy T et al. Prognostic impact of sleep-disordered breathing and its treatment with nocturnal ventilation for chronic heart failure. Eur J Heart Fail. 2012 Sep;14(9):1009-19.
2 Shaw JE et al. Sleep-disordered breathing and type 2 diabetes: a report from the International Diabetes Federation Taskforce on Epidemiology and Prevention. Diabetes Res Clin Pract. 2008 Jul;81(1):2-12.

We're committed to having a sustainable community impact through the work we do

recommend sleep apnea screening for adults.[3] Other research reported treating patients with both type 2 diabetes and obstructive sleep apnea with CPAP leads to significantly lower blood pressure and better-controlled diabetes while saving money spent on healthcare resources.[4]

- **Chronic obstructive pulmonary disease (COPD).** Published research has shown the use of non-invasive positive pressure ventilation can significantly improve the survival of stable hypercapnic COPD patients while also improving health-related quality of life.[5] There is also a hospital readmission burden following an acute exacerbation of COPD and the use of non-invasive positive pressure ventilation has been shown to significantly reduce this as well.[6]

- **Transport safety.** One of the largest measurable emerging contributions to community health that we are making is in the link between sleep apnea and occupational safety, in particular transport safety. In a ResMed- sponsored study of 22,000 members of the Union Pacific Railroad health plan published in Population Health Management, findings suggest that a low-cost, patient-focused sleep apnea education campaign can improve healthcare outcomes and reduce medical expenses. After the campaign was initiated, the healthcare plan realized cost savings of US$4.9 million over two years.[7]

- **Peri-operative risk**. Over 80% of those with sleep apnea remain undiagnosed.[1] The incidence of postoperative complications of surgery in undiagnosed obstructive sleep apnea patients is significant, making screening before surgery for high-risk patients necessary.[9] Meta-analysis of the association between obstructive sleep apnea and postoperative outcomes showed the incidence of respiratory failure, cardiac events, and intensive care unit transfers was higher in patients with obstructive sleep apnea.[10]

We expect studies underway or planned for the future to provide further evidence that treating sleep apnea and other respiratory insufficiencies can improve mortality and morbidity, quality of life, and also healthcare cost utilization in relation to these patients. In some of these studies, we also work directly with payers and clinically integrated delivery networks to understand how their costs and outcomes may be impacted by patients with undiagnosed or untreated sleep apnea within their population.

3 Handelsman Y et al. American Association of Clinical Endocrinologists Medical Guidelines for clinical practice for developing a diabetes mellitus comprehensive care plan: executive summary. Endocr Pract. 2011 Mar-Apr;17(2):287-302.

4 Guest JF et al. Clinical outcomes and cost-effectiveness of continuous positive airway pressure to manage obstructive sleep apnea in patients with type 2 diabetes in the U.K. Diabetes Care. 2014 Apr;37(5):1263-71.

5 Köhnlein T et al. Non-invasive positive pressure ventilation for the treatment of severe stable chronic obstructive pulmonary disease: a prospective, multicentre, randomized, controlled clinical trial. Lancet Respir Med. 2014 Sep;2(9):698-705.

6 Galli J et al. Home non-invasive ventilation use following acute hypercapnic respiratory failure in COPD. Respir Med. 2014 May;108(5):722-8.

7 Potts KJ et al. Cost savings associated with an education campaign on the diagnosis and management of sleep-disordered breathing: a retrospective, claims-based US study. Popul Health Manag. 2013 Feb;16(1):7-13.

8 Young T et al. Estimation of the clinically diagnosed proportion of sleep apnea syndrome in middle-aged men and women. Sleep 1997

9 Kaw R et al. Meta-analysis of the association between obstructive sleep apnoea and postoperative outcome. Br J Anaesth. 2012 Dec;109(6):897-906.

10 Iftikhar IH et al. Meta-analysis: continuous positive airway pressure improves insulin resistance in patients with sleep apnea without diabetes. Ann Am Thorac Soc. 2013 Apr;10(2):115-20.

Volunteering and fundraising

In our communities

Our mission to change 250 million lives in 2025 extends into the communities where our employees live and work. ResMed's contributions to our local communities are made in both monetary donations and the voluntary time and championship of our employees. In dozens of countries where we operate, ResMed gives our people two days of paid time off each year to volunteer for the personal cause of their choice. While we encourage ResMedians to volunteer, how they choose to donate their time is at their discretion and may not reflect the values of the company. In countries without formal Volunteer Time Off policies, many teams volunteer together to bond and get to know one another outside of the work environment.

We have employees that are leaders in their communities championing causes important to them. We support our Giving Champions by sponsoring fundraising teams, offering donation match campaigns that match our Corporate Giving pillars, and sharing their stories on our global platforms to spread awareness internally and externally. We are proud and committed to caring for our communities around the world, led by our giving champions.

Some of the initiatives where we supported our communities include:

Women in STEM

- Athena San Diego is the only organization for women in STEM in San Diego and has provided our employees the opportunity to attend monthly tech-related webinars, events, and multiple conferences throughout the year. Our employees network with others in STEM, develop awareness of industry trends, and have access to many professional development trainings. Athena brings inspirational speakers and hosts monthly webinars.
- BIDS also supported Our Lady of Peace (OLP) High School in San Diego for the third year in a row with their Annual Women Symposium. The BIDS team led focus groups with high school seniors on confidence building and thinking through careers in tech and MedTech.
- This is the second year that the HoLA ERG and BIDS partnered with the San Diego chapter of Latina Geeks, which promotes pathways for women of Hispanic and Latin backgrounds to pursue careers in tech. We sponsored the annual Women in Tech festival in November. We engaged with over 100 women, collected resumes, and phone-screened eight prospective candidates. We also hosted a virtual discussion where we spoke about our products and company, with the goal of encouraging young talent to consider ResMed as a future employer.

Veteran outreach

- The Veteran ERG, in partnership with BIDS and Talent Acquisition, partnered with a US Department of Defense program that helps military personnel transitioning into civilian life. ResMed's Medical Affairs team brought on two veterans for internships, and one rolled over to a full-time hire. We are excited to continue this partnership and hire more Veterans.
- The ERG also launched a Step Challenge for all employees in partnership with the US Wellness team and made charitable donations to the Fisher House Foundation (a non-profit organization). A record number of ResMed teams were formed for the Step Challenge, and 25,413 total miles were recorded across all participants, exceeding the goal.

Disability

· For the third year in a row, BIDS partnered with the organization DisabilityIN for consulting and resources for disability inclusion. Through our partnership we attended the DIsabilityIN annual conference and career fair to advertise ResMed career opportunities. We also partnered with DisabilityIN to provide ResMed employees as mentors for university students with disabilities looking for internships and full-time roles.

Latin film festival

· HoLA also supported the San Diego Latin Film Festival for the third year in a row, providing resources for raising awareness and impact. The ERG staffed a booth at the Film Festival to showcase ResMed job opportunities and products.

Black excellence ERG

· Our Black Excellence ERG partnered with Black Tech Link, for their annual Health Tech Fair. In addition to the robust branding opportunity that was provided to students and community members, we received many applications for open tech roles. This helped us build a more robust pipeline and build our brand in the San Diego community.

· During Black History Month - Black Excellence led an employee donation matching program, through which employees and ResMed partnered to donate $3,650.00 to Black Tech Link based in San Diego, CA, Thinkwatts Foundation based in Los Angeles, CA, and InspiredU, in Atlanta, GA.

Visit.org

· BIDS renewed its partnership with Visit.org, an organization that designs social impact events for companies, to offer volunteer events that not only gave back to communities around the world but also builds community within ResMed.

· In 2023, ResMedians participated in seven online Visit.org team experiences, ranging from celebrating historically marginalized communities to serving those undergoing medical treatments. In so doing, ResMed supported seven international nonprofit organizations based in the United States and Australia and supported five United Nations Sustainable Development Goals: promoting good health and well-being, quality education for all, achieving gender equality, reducing inequalities within and among countries, and promoting peace, justice, and strong accountable institutions at all levels.

Below is more information highlighting the investment and impact made by ResMed employees through their engagement with Visit.org and an overall summary and average rating of the poll results from a 4-point survey conducted at the end of each event.

Impact summary

341	509	$30,456
total volunteers (participants)	total volunteer hours	total impact investment*

Poll results

4.7/5	99%	99%	98%
average rating across the seven events	would recommend the events to a friend or colleague	want ResMed to host more social impact events	felt positive about their experience at ResMed afterwards

APAC/ANZ partnerships
· In our Asia Pacific and Australia/New Zealand regions, BIDS leveraged many community partnerships to strengthen our communities and build diverse talent pipelines.
· This year, ResMed signed the President's Challenge Enabling Employment Pledge in Singapore and built new relationships in Malaysia with the Penang Science Cluster for Girls and Women in STEM, and The Humsafar Trust on LGBTQIA+ inclusion.
· Jan Nee Lim, ran a powerful conversation for the Girls in STEM program in Sabah, Malaysia.
· For the third consecutive year, we sponsored Pink Fest in Singapore – an LGBTQIA career fair – and gave a presentation on our products.

ResPect ERG
· For Pride Month, our ResPect ERG took a community approach to raise awareness, provide educational opportunities, and volunteer to give back to the LGBTQIA+ community. This included a Virtual Talk on the Radical History of Pride led by the Equality Federation, and with a dozen employees volunteering at the Food Bank at the San Diego LGBTQIA Community Center.

*Impact Investment is the sum of direct Nonprofit Donations and the value of Volunteer Hours. Source: Independent Sector: Value of Volunteer Time Report

Our planet

Environmental sustainability

ResMed has a mission to help people sleep better, breathe better, and live healthier, higher-quality lives outside the hospital. While we pursue our ambitious mission to improve 250 million lives in out-of-hospital healthcare in 2025, we recognize our activities can impact the environment in which we operate.

The environmental challenges the world faces today are significant; environmental sustainability, emissions reduction, and the environmental performance of our products are important to our customers, investors, and our people.

Our approach to the environment is to operate our business efficiently and responsibly while striving to reduce our environmental footprint throughout our business operations and supply chain. We are committed to working with our employees, suppliers, and customers to eliminate unnecessary waste in our systems and processes, minimize pollution and waste, decarbonize our operations, design and develop innovative products with a reduced impact on the environment throughout their lifecycle, monitor our environmental performance, continually make improvements, and fulfill our compliance obligations.

We insist on and achieve strong compliance with environmental regulations, with no material breaches, and have seen improvements in material efficiency and recycling in both production and administrative areas. We have invested in environmental stewardship at our sites and are committed to extending that stewardship to our product design and packaging with a dedicated Product Sustainability Team and the launch in November 2021 of our Product Sustainability Strategy.

CASE STUDY

ResMed's environmental management system (EMS)

At our manufacturing, research, and development facility in Sydney, we have a comprehensive environmental management system (EMS) with ISO 14001:2015 certification that is externally audited every year by TÜV SÜD. As part of the EMS, our senior management team reviews our environmental performance annually, including audit and compliance results, non-conformance and corrective actions, communications and complaints, and available metrics on environmental performance. An onsite surveillance audit was conducted in June 2023.

Our Sydney site's EMS was established in 2010 to systematically improve our environmental performance and related costs, and to ensure compliance with applicable local and international environmental legislation affecting our operations. Its scope considers impacts on the environment throughout the lifecycle of our products and services. Our environmental policy and ISO 14001 certification are publicly available on our website and on request.

The EMS is closely aligned with our quality assurance and health and safety systems, with the continual expectation of improved performance in all three areas. Although we have internal advisory roles focused on each area, line managers are accountable for their areas of operational responsibility. Our environmental and communications teams work together to support the behaviors and culture needed to sustain continuous improvement in environmental performance.

Other sites rely on our quality management, pollution control, and waste management systems to ensure compliance with relevant environmental regulations. For instance, in our Singapore and Malaysia production facilities, the production processes replicate those developed in our Sydney facility for similar manufactured products. Our distribution, commercial, and other production facilities do not currently work to a comprehensive environmental management system and have not to date pursued ISO 14001 accreditation. Instead, they rely on our quality assurance systems and work with our waste management providers to ensure compliance with local environmental and supplier regulations.

We are confident that our quality management system, pursuit of sustainable product design, lean manufacturing, and continuous improvement practices, are all delivering environmental improvements in ways that are both effective and integrated with our core business.

We have received no regulatory notices on material environmental issues in the past three financial years (2021-2023). In addition, we rely on third-party monitoring tools to identify specific risk indicators and monitor areas of concern.

While we are proud of our sound environmental record and have made pleasing progress to date, we know there is still much more to be done to meet our customers' and other stakeholders' aspirations - and our own.

Climate change

Climate change is gaining attention and importance among corporations and businesses. ResMed is working to understand and assess the impacts of climate change on our operations.

As of FY2023, ResMed does not have a separate process to identify, assess or respond to climate-related risks and opportunities. The company-wide multidisciplinary risk management process manages climate-related risks and ESG risks in general. The FY2023 risk identification process has identified risks such as natural disasters, climate change, and supply chain disruption that our teams must be prepared to respond to. In addition, our organizational due diligence and enterprise risk management process involves monitoring our obligations under emerging environmental regulations.

We acknowledge the importance of having a dedicated process that identifies and addresses climate-related risks and opportunities. During FY2024-2025, we will evaluate the risks and opportunities related to climate change. This will enable us to identify specific climate-related risks and opportunities, as well as definitive time frames. We expect to report on the outcomes of our climate risk and opportunity assessment in a future Sustainability Report.

Sustainable product and packaging design

ResMed is committed to reducing the environmental impact of our products, while delivering unparalleled care for our patients. Our dedicated Product Sustainability team, embedded within our supply chain organization with oversight by our Chief Supply Chain Officer, has embedded sustainability in our mindset, our teams, and our processes.

In November 2021, our Product Sustainability Strategy was formally launched, with two key focus areas that we are collectively working toward as a business:

1. Design our products to operate within the **circular economy**

2. Incrementally **reduce the emissions** of our product solutions

These focus areas are broken down even further in our environmental targets for product development. These targets are applicable to *new products* targeted to be released in the future.

Environmental Targets		
	Horizon	**Objective**
	1. Incremental 2020 - end of 2023	· Divert packaging waste from landfill by 2023. · Reduction in material mass in packaging and product. · Reduction in industrial waste, energy, and water usage.
	2. Evolutionary 2024 - end of 2026	· Divert product waste from landfill. · Adopt low impact materials in both packaging & product.
	3. Revolutionary 2027 – end of 2030	· Products designed for circularity.

Horizon 1 ended on December 31, 2023, and we conducted a comprehensive review of our performance to date against these targets. We also review our progress towards our Horizon 2 and 3 targets and include that within this report.

We have made advancements; however, the effects of COVID-19, the global supply chain crisis, and material shortages have provided challenging headwinds to our efforts.

Horizon 1 Environmental Targets – Review

Products released in Horizon 1 (2020-end of 2023):
The AirSense11 Autoset, CPAP, & Elite product family was released in August 2021 and featured various sustainability improvements.

Objective: Divert packaging waste from landfill

Intended outcome	· This target aims to improve the circularity of our packaging and reduce the amount of waste going to landfill. This is achieved by improving recyclability and/or including recycled content in packaging materials.
What has been achieved?	· The packaging for the AirSense11 product family meets ResMed's sustainable packaging requirements. · Both the carton and the shipper are composed of recycled content, containing 100% and 70% recycled content respectively. · The carton and shipper are both 100% recyclable, with recycling information displayed in the form of a mobius loop label (as per ISO14021), encouraging consumers to recycle.
Future direction	· Packaging solutions for future mask products are being designed to align with ResMed's environmental targets for packaging. · Strategic action includes setting up a dedicated cross-functional team for sustainable packaging. · Working with suppliers to develop technical solutions to comply with strict medical device requirements. · Embedding packaging environmental requirements throughout our product development processes.

Objective: Reduction in material mass in packaging and product

Intended outcome	· This target stipulates a reduction in the mass of the products and their packaging to reduce the amount of both post-industrial and post-consumer waste produced.
What has been achieved?	· Reduction in weight across a range of packaging and products.

The AirSense 11 Family:

The mass of the AirSense11 device is 9% lighter than the predicate product, AirSense10. We have also achieved a reduction in the volume and mass of the packaging components for AirSense 11 compared to the predicate product AirSense 10. This comparison can be found in the table below.

Product	Packaging component	Comparison to prior product
AirSense11	User Guide	16% lighter than AirSense10
	Carton	1.5% smaller volume than AirSense10
	Shipper	2% larger volume, but fits 25% more cartons than AirSense10
	Polybag for Tub	74% lighter than AirSense10

By reducing the size of the AirSense11 carton, the amount of cardboard used for shipping has decreased by 39% compared to AirSense10. This simple design change resulted in an overall reduction of 336 metric tons of cardboard per year.

AirFit F30i Mask

A reduction in packaging mass was also achieved for AirFit F30i. The packaging system including the premium bag, fitting template, and user guide is 73% lighter than the predicate mask, AirFit F30.

AirFit N30i Mask

Despite our Product Sustainability being focused on new product releases, we are always looking for opportunities to reduce the impact of our legacy portfolio. Our AirFit N30i tube-up nasal mask is an example of this effort. AirFit N30i was released in 2019, however a packaging change was made in 2022 to reduce waste. By replacing clamshells with auto bagger bags, the units per shipper for these cushions increased by 66% from 2,700 to 4,500.

Future direction	· Future products and their packaging will be designed with the intention to reduce the size and mass by implementing best practice taught through ResMed's Design for the Environment training series.

Objective: Reduction in industrial waste, energy, and water usage

Intended outcome	· This target focuses on reducing waste, energy, and water usage in offices and manufacturing sites globally by focusing on in-bound packaging from suppliers, increasing recycling rates, and increasing energy and water efficiency.

What has been achieved?	*Waste* · Relocation of the production of AirFit N30i cushions from China to Sydney nullified the need for protective packaging trays, saving approximately 78,000 plastic trays per year. · Replacing individual packaging for AirSense11 PCBAs with one large electrostatic discharge plastic bag as well as increasing pallet capacity from 960 to 1000 has decreased the amount of industrial waste compared to AirSense10.

What has been achieved?	*Energy*
	· Global electricity consumption was reduced from 42,715 megawatt hours (MWh) to 40,380 MWh, despite the addition of new sites including the Tuas manufacturing centre. The employment of energy efficient operating systems for both lighting and HVAS in the Tuas manufacturing centre has contributed to this. ResMed has also invested in plant and equipment upgrades, solar photovoltaic cells in the San Diego and Sydney sites, enhanced mechanical systems controls and lighting retrofits.
	· Improving shipping efficiency for AirSense11 by increasing the number of devices shipped per pallet by 67%, saves greater than 300 shipping containers per year and a significant reduction in energy associated with freight and logistics.
	Water
	· At the large Research and Development site in Sydney, water consumption reduced by 10.8% from 2020 to 2021 due to installation of efficient fixtures (e.g., touchless taps) and flush systems. We have maintained these historically achieved levels.
Future direction	· Setting up environmental monitoring eystems (EMS) at sites other than Sydney will provide the means to identify and measure areas for improvement in sustainability.
	· Further exploration into silicone recycling is currently occurring. This will drastically reduce the amount of post-consumer and industrial waste as silicone is a major component of ResMed's masks.

Horizon 2 and 3 Progress:

In FY2023, we made the following progress towards our Horizon 2 and 3 targets:

1. Completed Life Cycle Assessments (LCAs) on a range of products, enabling data driven design decisions

2. Introduced monthly sustainability check ins with project teams to ensure they are on track to meet our environmental targets and are following sustainability best practice

3. Ran a range of workshops focused on product circularity and emissions reduction

4. Created a global working group focused on the execution of our product and packaging sustainability strategy

5. Worked with a range of universities and partner organizations to investigate potential recycling pathways for our products

6. Continued the development of a range of sustainable technologies for implementation in both our packaging and products

Hazardous materials

The European Directive on the Restriction of Hazardous Substances (RoHS) in electrical and electronic equipment has been applied to medical devices since 2014. The recast RoHS directive restricts lead, mercury, hexavalent chromium, polybrominated biphenyls (PBB), and polybrominated diphenyl ethers (PBDE) to 0.1% w/w, and cadmium to 0.01% w/w. Additionally, the 2015 amendment expands these prohibited substances list from six to ten by adding four new types of phthalates at a threshold of 0.1% w/w. These phthalates include bis (2-ethylhexyl) phthalate (DEHP), butyl benzyl phthalate (BBP), dibutyl phthalate (DBP), and di-isobutyl phthalate (DIBP). This amendment came into effect for all medical devices which are placed on the market after July 22, 2021. All ResMed electrical devices placed on the market after this date comply with the RoHS directive.

Energy and emissions

Our global operations, including our factories, offices, distribution centers and fleet vehicles, require energy to operate. Grid sourced electricity and natural gas are primarily used in our facilities by heating, ventilation, and air conditioning systems, production, laboratory and test equipment, and lighting. Fuel, such as gasoline and diesel, are used for company car fleets.

As we pursue our business goals, we will develop our roadmap toward the decarbonization of our operations. We will continue to improve our sources of measurement and data capture, develop our metrics, and analyze our risks and opportunities. We will continue to focus on more energy efficiency initiatives across our facilities and on implementing digitalization programs to help optimize our assets throughout their lifecycle, saving money and energy, increasing resilience, and promoting sustainability.

Our objectives encompass the comprehensive acquisition of data pertaining to Scope 1 and Scope 2 carbon emissions for the entire ResMed enterprise. Our overarching goal has been to amass the most detailed data available.

The upward trend of our total global energy use is attributed to improvements data capture and reporting, including the addition of more new sites around the globe, the inclusion of mobile source fuel consumption data from U.S. and Europe, as well as the overwhelming demand for our products in the midst of a worldwide product recall by our primary competitor. Reporting improvements highlight where opportunities lie to reduce both Scope 1 and Scope 2 emissions in our operations as we continue to deepen our understanding of our global carbon footprint and develop our general strategies around decarbonization and emissions reduction while growing our business to keep up with worldwide demand for our market-leading products.

In our performance data, we've presented trend data for energy and emissions covering the years 2021-2023, focusing on locations where this information is available. It's important to acknowledge that the figures represent our current understanding of energy and material flows for the most recent year. Nevertheless, these data points may undergo revisions as part of our ongoing efforts to improve and standardize our global data capture systems.

The method employed for scope 2 accounting is a location-based approach, incorporating grid average emission factors derived from regional or subnational levels. The global warming potential (GWP) 100 year value are obtained from the IPCC 6th assessment report.

Global energy use

In FY2023, our global electricity consumption has totaled 45,885.43 megawatt hours (MWh) (see performance data), despite the inclusion of numerous new sites necessitated by our growth. This is primarily attributed to ongoing energy conservation and efficiency measures that have led to an overall energy efficiency improvement. Investments over years in plant and equipment upgrades, solar photovoltaic cells, enhanced mechanical systems controls, and lighting retrofits (see case study below) continue to deliver operational efficiencies.

Despite a more comprehensive acquisition of data, our gross energy intensity (total consumption/revenue in millions), which gauges the relationship between ResMed's energy consumption and revenue growth, remains at 57.9 GJ/$M Rev in 2023 as shown in Performance table.

Greenhouse gas emissions

Our global Scope 1 and Scope 2 emissions[11] have totaled 28,391.30 tons of CO_2 equivalent (T CO2-e) in fiscal year 2023 (see Performance table). The overall increase in total energy consumption is due to the reporting of numerous new sites, car fleet fuels and other scope 1 sources which were not accounted for in the previous reports, combined with the unprecedented growth in our production to meet worldwide demand for our products.

Combining measures of our growth and our emissions, ResMed's greenhouse gas (GHG) emissions' intensity is now down to 6.72 T CO2-e /$M Revenue. The overall company basis decline in emissions suggests a combination of site energy initiatives, reducing Scope 2 emissions as well as the decarbonization of energy grids

11 Scope 1 (includes stationary combustion, mobile combustion, fugitive emissions, and process emissions) and Scope 2 (includes indirect emissions from the generation of purchased energy)

in various parts of the world as measured against growth in our global revenue.

The total emissions are well below the thresholds that trigger emissions reporting or liabilities in countries in which we operate.

We are committed to growing to meet the needs of millions of patients globally. Our approach to emissions measurement, reduction, and decarbonization is developing as we grow. We remain focused on becoming more energy efficient across our operations, reducing

consumption, sourcing renewable energy, and investing in onsite generation where possible and appropriate. We will examine opportunities to consider further electrification of facilities, plants, and vehicle fleets to reduce emissions in the future.

These statistics denote the emissions within the purview of Scope 1 and Scope 2, arising from ResMed's operational activities. These statistics do not encompass the Scope 3 greenhouse gas emission associated with ResMed's up and down value chain.

Environmental initiatives in our operations

We're focused on using less energy across our operations, beginning with how we design, operate, and maintain our facilities.

CASE STUDY
Tuas advanced manufacturing facility

In November 2022 we officially opened our Advanced Manufacturing Center in Tuas, Singapore. The facility was designed to minimize our environmental impact, with LED lighting throughout, sensor lighting in office and meeting rooms, and recycled water feeding the air conditioning cooling towers and the fire sprinkler system. Extensive investment in building management system (BMS) controls and electrical metering systems were installed to provide facilities and engineering teams with data to optimize plant and operations over the lifecycle of the building. The facility is also located next to an MRT station, allowing easy access to the site by public transport.

CASE STUDY

Energy consumption reduction in Sydney

In FY2023, a major emergency and exit light retrofit project was undertaken at our Sydney Campus (which includes R&D and manufacturing) to reduce site electricity consumption and ongoing. The project involved replacement of 1318 fittings with Clevertronics L10 Lithium products and the new Hive system, which is an RF backbone system, reducing the total number of failure points. The scope covers the entire fleet of fittings in all buildings across the Bella Vista Campus. In 10 years, this project will save approximately 621 MWh compared to existing systems. Additional benefits include compliance to AS/NZS 2293, asset reliability, reduced energy costs, and removal of NiCad battery technology.

Other various steps taken to reduce energy consumption at the Bella Vista Campus in FY2023 include:

- Increasing the use of direct connections for exhaust in LSR cells reducing the load on associated HVAC equipment.
- Introduction of new filters in AHUs to improve filtration enabling AHU motors run more efficiently.
- Fine tuning of Building Management System (BMS) controls for HVAC and light scheduling to better accommodate reduced staff occupancy in a hybrid work environment.

- Unwinding of HVAC controls related to supporting staff safety during COVID.
- Used previously installed an 85.8 kW solar system to reduce site electricity consumption and completed many energy efficient lamp retrofits contributing to further improvements.
- Investigating the feasibility of adding a 1.2MWh solar PV system to the Manufacturing Centre.

CASE STUDY

Recycling in Sydney

At our Sydney manufacturing site, the volume of recyclable cardboard coming from our supply chain increased in FY2023, from 787 tons to 1,087 tons at a time when our business was growing at an even faster rate.

In FY2022, we introduced a new twin-auger compactor with a 35-cubed-meter bin and automatic SMS notifications that alert when the bin is nearly full, at a volume of 8 tons, to reduce the pick-up volumes and associated emissions from the bin pick-up and drop-off transport. This capability also enabled the factory to manage the significantly increased volumes of packaging due to increased production output to meet outsized demand for our products.

In FY2023, new recycling waste processes were introduced to recycle foam which would otherwise end up in landfill resulting in 19.89 tons of foam recycled or diverted from landfill.

We also improved our waste management program in our Sydney site through better signage and communication. Along with increasing ease of access to recycling bins, these changes influenced behavior to encourage a more thoughtful approach to how waste is being disposed. The education on environmental improvements is also embedded within our continuous improvement culture where we enable a quick assessment to capture improvements made by employees and combine efforts for environmental targeted improvements.

CASE STUDY

Finland office

In our Finland office, we exclusively rely on 100% solar and wind energy, ensuring our office is entirely carbon emission-free. Additionally, we have implemented a comprehensive recycling program that covers paper, organic waste, glass, metal, and plastic materials within our office.

We actively promote environmental consciousness among our team members, encouraging them to opt for hybrid or electric vehicles with carbon emissions levels below 100g CO2. Furthermore, we provide the opportunity for employees to obtain employment bicycles for their work-related commuting, promoting the use of bikes over cars or public transportation.

Initiatives at other sites

Across our larger sites, energy efficient equipment upgrades and preventative maintenance programs aim to ensure plants and other equipment are running optimally to reduce unnecessary waste. In Malaysia, we have minimized the use of airfreight and focused on consolidating external warehouses. This approach has led to a reduction in transportation requirements between these warehouses, contributing to a potential reduction in ResMed's Scope 3 carbon emissions. Our Malaysia site also introduced an inverter-type air compressor, saving energy and reducing approximately 70 tons of emissions. Our U.S. distribution centers in Atlanta, Georgia and Moreno Valley, California improved their energy efficiency with the installation of new motion sensors combined with LED lamps in warehouse areas.

Environmental impacts of ResMed products

Life Cycle Assessment (LCA)

At ResMed, our sustainability strategy is data driven and focuses on the areas where we can have the most impact. To support this strategy, we use several Life Cycle Assessment tools and approaches to assess the environmental impact of our products, covering raw material extraction, manufacturing, distribution, use, and end of life. In the early phases of projects, our product development engineers use our internally developed 'Design for the Environment' LCA calculator to assess their designs in a simple and streamlined way. This tool was created to enable data backed design decisions to be made within the design cycle, by every engineer. For more complex product systems, we have built capability within our specialized Product Sustainability team to conduct detailed LCAs using the gold standard software packaging SimaPro.

To support and validate our approach, ResMed employs an external consultancy to provide expertise and guidance as we develop our internal capabilities. Additionally, the consultancy routinely conducts ISO14040 standard LCAs on select ResMed products. The results of these assessments, along with our internal LCAs, are being used by our product development teams to guide their focus as they develop new, more sustainable iterations of our life changing sleep apnea products.

Energy reduction of sold products

Our Product Sustainability Strategy is also focused on reducing the carbon footprint of our products. To this end, our AirSense 11 device has been designed to use less electricity than the predecessor model, AirSense 10. When analyzed side by side, AirSense 11 has an 8.5% reduction in electricity usage compared to AirSense 10.

Waste management

Our global approach to waste is integrated with and influenced by our commitment to quality, safety, and environmental management: We continually seek to improve efficiency and outcomes without sacrificing patient benefit.

Our Product Sustainability Strategy sets out further product development objectives over several horizons that aim to improve waste and recycling outcomes throughout the lifecycle of our products. This includes diverting packaging and product waste from landfills, reducing the total amount of material used in our packaging and products, adopting low impact materials where feasible, reducing industrial waste through component supply and manufacturing activities, and designing products for circularity.

Our recent achievements include a 53% size reduction of our autobag for 15% of spare parts with smaller dimensions, resulting in 66% of less plastic packaging. Other achievements include changing the size of shippers which resulted in an increase of the products per pallet.

All manufacturing sites segregate recyclable waste for disposal. In FY2023, we measured the total waste sent to landfills and recycled in all our major sites and achieved a recycling rate of 69.4%, a substantial enhancement compared to the preceding year (see Performance table).

Increasingly, waste manufacturing and office equipment materials are being diverted from landfills as their component elements, including rare earth metals, become more valuable. Packaging and pallets from our supply chain are the main waste contributors. Many sites, including Sydney and Munich, have implemented reusable cartons or pallets for our internal logistics. At our U.S. sites, we work with local suppliers to minimize shipping. We also worked with suppliers to reduce or return packaging for reuse, where feasible. At our Chatsworth manufacturing site in California, we use evaporative heating to dispose of water-based coolants on a small scale. Recycling activities are ongoing every day, involving the recycling of plastic, metals, cardboard, and paper. In Atlanta, we have implemented an onsite shredder for recycling of scrapped devices and worked with a recycling vendor to increase corrugated recycling.

There are multiple sustainability projects underway to improve waste-to-landfill rates and other environmental impacts. For example, the Sydney site is investigating technologies to enable recycling of factory waste cushions, enable reuse in making 3D printing filaments, and innovative building materials.

There is no on-site incineration of waste at any ResMed location. In FY2023, all waste was managed through third-party contractors.

Water stewardship

We are committed to managing the water resources we share with our communities in which we operate. We do not directly extract water from surface water, ground water, or sea water. Our water supply is sourced exclusively from municipal water suppliers worldwide and is utilized in our facilities globally for research and testing purposes; in HVAC plant and equipment; kitchen, bathroom, and fitness facilities; irrigation; cleaning; and general human consumption. Water used for manufacturing purposes is negligible. To address the water footprint of our corporate and manufacturing sites, we have focused on using water efficiently, discharging

water responsibly, and using alternative water sources when available and if appropriate.

For example, in our 12-hectare Sydney facility, all irrigation activities are entirely fed from rainwater, collected from hard surfaces such as roofs, driveways, pathways and car parks and discharged into a series of ponds via stormwater collection pits. The ponds are connected by weirs and pumps, and water is kept healthy via bio-filter circulation. In addition to providing rainwater storage, the ponds and weirs combine to serve as a beautiful water feature for the visual amenity

28% reduction in paper consumption

42% reduction in paper consumption intensity

of staff and visitors. The water feature also attracts native birds, reptiles, and other animals and reptiles, supporting biodiversity on our site.

In our Moreno Valley, San Diego, and Sydney facilities various design and upgrade initiatives such as water friendly, low flow urinals and low flush devices, tap aerators and sensor taps are contributing to managing our water footprint.

In FY 2023, global water withdrawal totaled 399,902.39 kiloliters (kL) with water use intensity increasing to 94.7 kL per $1 million in global revenues (see data description

in Performance data and key indicators section). This increase is largely due to the inclusion of numerous new offices/facilities in the reporting. Compared with the previous two years, more production shifts, longer operating hours, and more staff returning to offices in 2023, contributed to the increase in water use (water withdrawal per capita) to 38.42 kL/person. The increase in production shifts, operating hours, and staff time in office primarily driven by our new Tuas, Singapore manufacturing facility, brought online to respond to growth in demand for our products.

Office paper consumption

Our global paper use declined to 33.43 Tons in FY2023, accompanied with a decline in individual paper consumption (sheets per employee, see Performance table).

The paper recycled totaled 18.48 tons. There are common paper reduction initiatives at many sites to promote the use of double-sided and centralized printing, and to rely more on electronic means for internal communication and billing. Additionally production processes that once relied on paper, have moved to electronic recording, eliminating large

amounts of paper. Our Moreno Valley site has moved to paperless billing, while our Lyon and Denmark sites continue transitioning processes from paperwork to numeric data processes and paperless filing.

In the past, our Sydney operations completed a campus-wide printer refresh with better energy efficiency printers and swipe-release function to minimize unnecessary printing. The implementation resulted in a noticeable reduction in paper utilization. This system also enables data monitoring, which reveals paper savings from unreleased jobs.

Protecting biodiversity

Land and biodiversity impacts

Our operations do not have a significant impact on the immediate environment. All premises have been built or are leased in existing commercial locations. The major Sydney and San Diego premises feature drought-tolerant landscaping and plantings. The Sydney premises is not an area of outstanding biodiversity value under the Australia New South Wales State biodiversity Conservation ACT 2016.

Habitat protection

At all premises we minimize the risk to ecosystems. For example, during the construction of the Sydney site, ResMed retained the existing natural water features. Creeks partially flow through the campus and the pond and the setbacks riparian zone are in compliance with Water NSW guidance.

The size of the habitat protected in Sydney is approximately three acres. Rainwater collected from the roof and storm water from underground pipes is discharged into the pond via storm water collection pits. To maintain good water quality, we have installed waste removal systems: oil/grease traps, trash racks, and slit pits that are cleaned and maintained regularly with maintenance records in place. Additionally, a biological filter is installed in the pond to maintain healthy circulation of water. Appropriate contractors are engaged to implement weed control as part of the landscape management with maintenance records.

We have not observed or recorded the presence of species known to be endangered or protected on our sites.

No deforestation

We are committed to a policy of no deforestation. Our pledge is to avoid any contribution to deforestation through our operations. We strive to support sustainable practices that protect and preserve our forests, acknowledging their crucial role in biodiversity, climate regulation, and the overall well-being of the planet.

Performance data and key indicators

Performance data and key indicators

This report has been prepared with reference to the GRI Standards effective for reporting from January 1, 2023. Due to changes in the interpretation of definitions and calculations of certain items, data for relevant line items have been revised to reflect the new reporting standard and will not agree with prior period reports.

Metric	Unit	FY 2023	FY 2022	FY 2021
Economic Performance				
Total Revenue	USD (1,000s)	4,222,993	3,578,127	3,196,825
Economic value distributed - operating costs	USD (1,000s)	2,040,890	1,649,655	1,438,307
Employee costs and benefits[1]	USD (1,000s)	977,816	857,458	778,635
Payments to providers of capital	USD (1,000s)	305,655	267,653	250,702
Payments to Government	USD (1,000s)	204,108	181,046	409,157
Community investments	USD (1,000s)	1,271	1,495	1,722
Governance				
Number of incidents of corruption	Number	0	0	0
Number of incidents of discrimination	Number	0	0	0
Number of legal actions pending or completed regarding anti-competitive behavior	Number	0	0	0
Incidents of non-compliance concerning marketing communications	Number	0	0	0
Incidents of non-compliance concerning product and service information and labeling	Number	0	0	0
% of employees received training on anti-bribery and corruption	%	91.3	92.0	92.1
% of employees received training on code of business conduct and ethics	%	96.6	97.0	92.1
% of employees received training on workplace health and safety	%	97.3	97.0	88.0
% of employees received training on compliance	%	92.1	91.0	N/A
Our People				
Workforce by gender and by contract				
Total number of employees - Headcount	Number	10,408	8,292	7,496
% of employees (M) – Headcount	%	46.3	45.5	45.7
% of employees (F) – Headcount	%	53.0	54.4	53.5

1 Data has been restated for FY2022 and FY2021, data now include costs associated with employee training, memberships, and recruitment

Metric	Unit	FY 2023	FY 2022	FY 2021
Total contingent workers - Headcount	Number	1,958	1,581	1,244
% of contingent workers - Headcount	%	18.8	15.6	14.2
Total number of employees - FTE	Number	10,143	8,292	7,462
% of employees (M) - FTE	%	46.6	46.0	45.6
% of employees (F) - FTE	%	53.4	53.9	52.2
Total contingent workers - FTE	Number	1,910	1,548	1,245
% of contingent workers - FTE	%	18.8	15.7	14.3
Workforce by gender and by contract (headcount basis)				
% of permanent full-time employees (F)	%	51.9	50.3	*
% of permanent full-time employees (M)	%	48.1	44.6	*
% of permanent part-time employees (F)	%	3.0	3.8	*
% of permanent part-time employees (M)	%	0.7	0.7	*
% of temporary full-time employees (F)	%	0.2	0.2	*
% of temporary full-time employees (M)	%	0.2	0.2	*
% of temporary part-time employees (F)	%	0.1	0.1	*
% of temporary part-time employees (M)	%	0.1	0.1	*
Workforce by gender and by contract (FTE basis)				
% of permanent full-time employees (F)	%	52.0	51.2	*
% of permanent full-time employees (M)	%	48.7	45.3	*
% of permanent part-time employees (F)	%	3.3	2.6	*
% of permanent part-time employees (M)	%	0.8	0.4	*
% of temporary full-time employees (F)	%	0.2	0.2	*
% of temporary full-time employees (M)	%	0.1	0.2	*
% of temporary part-time employees (F)	%	0.1	0.1	*
% of temporary part-time employees (M)	%	0.1	0.1	*
Diversity of employees by gender and age group				
Number of employees of age < 30 (F) - Headcount	Number	1,129	1,033	*
Number of employees of 30 < age < 50 (F) - Headcount	Number	3,130	2,462	*

* Data for the relevant reporting period was not compiled for inclusion in ResMed's Sustainability Report

Metric	Unit	FY 2023	FY 2022	FY 2021
Number of employees of age >50 (F) - Headcount	Number	1,296	1,015	*
Number of employees of age <30 (M) - Headcount	Number	831	720	*
Number of employees of 30<age<50 (M) - Headcount	Number	2,863	2,210	*
Number of employees of age >50 (M) - Headcount	Number	1,143	845	*
Number of employees of age <30 (F) - FTE	Number	1,089	714	*
Number of employees of 30<age<50 (F) – FTE	Number	3,041	2,201	*
Number of employees of age >50 (F) - FTE	Number	1,250	835	*
Number of employees of age <30 (M) - FTE	Number	801	1,020	*
Number of employees of 30<age<50 (M) – FTE	Number	2,843	2,397	*
Number of employees of age >50 (M) - FTE	Number	1,127	982	*
Diversity of employees by band (Headcount basis)				
% of Executive employees (VP and above) (F)	%	38.2	31.8	*
% of Senior employees (F)	%	32.5	35.2	*
% of Mid-Junior employees (F)	%	58.4	56.2	*
% of Production employees (F)	%	77.3	79.2	*
% of Executive employees (VP and above) (M)	%	61.8	68.2	*
% of Senior employees (M)	%	67.6	64.8	*
% of Mid-Junior employees (M)	%	41.6	43.8	*
% of Production employees (M)	%	22.7	20.8	*
Number of Executives of age <30	Number	0	0	*
Number of Executives age >30<50	Number	5	46	*
Number of Executives age >50	Number	9	42	*
Number of Senior employees of age <30	Number	2	95	*
Number of Senior employees age >30<50	Number	762	1,612	*
Number of Senior employees age >50	Number	415	538	*
Number of Mid-Junior employees of age <30	Number	881	1,059	*
Number of Mid-Junior employees age >30<50	Number	3,669	2,437	*
Number of Mid-Junior employees age >50	Number	1,233	953	*
Number of Production employees of age < 30	Number	928	599	*
Number of Production employees of age > 30 < 50	Number	1,547	577	*
Number of Production employees of age > 50	Number	777	327	*

* Data for the relevant reporting period was not compiled for inclusion in ResMed's Sustainability Report

Metric	Unit	FY 2023	FY 2022	FY 2021
New employee hires (F)	Number	1,407	671	*
New employee hires (M)	Number	1,334	468	*
Employee turnover (F)	%	15.0	16.3	*
Employee turnover (M)	%	13.5	16.2	*
Employee Development (Training and Education)				
Average hours of training per employee - FTE	Number	40.1	*	*
Average hours of training per employee (F) - FTE	Number	38.3	*	*
Average hours of training per employee (M) - FTE	Number	29.9	*	*
Average hours of training per employee - Headcount	Number	39.1	*	*
Average hours of training per employee (F) - Headcount	Number	37.6	*	*
Average hours of training per employee (M) - Headcount	Number	28.9	*	*
Health, Safety and Wellbeing[2]				
Lost time injury (LTI) - employees	Number	43	28	22
Work hours – employees	Million Hours	16.5	16.1	11.5
Lost time injury frequency rate (LTIFR)	Per million hours worked	2.6	1.7	1.9
Fatalities	Number	0	0	0
Total recordable injury frequency rate (TRIFR)	Per million hours worked	4.6	3.9	4.4
Energy and Emissions				
Scope 1 emissions	Tonnes of CO_2e	4,453	3,743	2,418
Scope 2 emissions	Tonnes of CO_2e	23,939	21,317	22,246
Total greenhouse gas emissions	Tonnes of CO_2e	28,391	25,059	23,028
Emissions intensity (Scope 1 and Scope 2)	Tonnes of CO_2e/ $ Million Revenue	6.7	7.0	7.2
Total electricity consumption	MWh	45,885	40,380	42,175
Total energy consumption	GJ	244,414	207,104	166,618
Energy intensity (Scope 1 and Scope 2)	GJ/$M Rev	57.9	57.9	52.0
Waste Management				
Non-hazardous waste to landfill[3]	Metric Tons	2,363	2,265	1,794
Non-hazardous recycling waste[3]	Metric Tons	5,365	4,603	1,984
Total non-hazardous waste	Metric Tons	7,728	6,868	3,778
Recycling rate	%	69	67	53

* Data for the relevant reporting period was not compiled for inclusion in ResMed's Sustainability Report
2 Data does not include Software as a Service business
3 Limited to sites with accessible data. FY2022 data has been amended following an update from third party sources

Metric	Unit	FY 2023	FY 2022	FY 2021
Hazardous waste[4]	Metric Tons	94.5	34.2	36.1
Water Stewardship				
Water withdrawal[5]	kl	399,902	106,898	83,119
Water withdrawal intensity	kl/$ Million Revenue	94.7	29.9	26.0
Water withdrawal per employee	kl/headcount	38.4	12.9	10.7
Untreated wastewater discharged directly to natural water bodies	kl	0	0	0
Wastewater discharged into the municipal sewage system at manufacturing sites[6]	kl	48,386	16,762	*
Paper Stewardship				
Paper consumption[7]	Sheets ('000)	6,700	9,252	5,068
Paper consumption[7]	Metric Tons	33	46	25
Paper consumption intensity	Sheets/ headcount	644	1,116	635
Used paper recycled	Metric Tons	18.5	*	*
Product Quality and Safety				
Monetary losses as a result of legal proceedings associated with bribery or corruption	USD	0	0	0
Monetary value of fines and sanctions for production of market-related non-compliance	USD	0	0	0
Material breaches of marketing and labeling regulations	Number	0	0	0
Percentage of entity's facilities participating in third-party audit programs for manufacturing and product quality	%	100	100	100
Percentage of Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	%	95+	95+	95+
Cybersecurity and Data Privacy				
Substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	0

* Data for the relevant reporting period was not compiled for inclusion in ResMed's Sustainability Report

4 Limited Malaysia and Sydney manufacturing only
5 Limited to sites with accessible data. The increase in FY2023 is primarily attributed the inclusion of numerous new offices/facilities
6 Limited to sites with accessible data
7 Limited to sites with accessible data

Appendix

Appendix 1

GRI Index 1: General Disclosures

GRI Standard	GRI Disclosure	Content Source	Page No.
General Disclosures (GD)			
The organization and its reporting practices			
2-1	Organizational Details	2023 Sustainability Report >> About ResMed	5
2-2	Entities included in the organization's sustainability reporting	2023 Sustainability Report >> Report scope and reference	2
2-3	Reporting period, frequency and contact point	2023 Sustainability Report >> Report scope and reference	2
2-4	Restatements of information	2023 Sustainability Report >> Performance data and key indicators	68
2-5	External assurance	2023 Sustainability Report >> Report scope and reference	2
Activities and Workers			
2-6	Activities, value chain and other business relationships	2023 Sustainability Report >> About ResMed	5
2-7	Employees	2023 Sustainability Report >> About ResMed	5
		2023 Sustainability Report >> Performance data and key indicators >> Our people	68
		2023 Sustainability Report >> Our people >> Belonging, inclusion and diversity for success (BIDS)	26
Governance			
2-9	Governance structure and composition	2023 Sustainability Report >> Governance >> Corporate governance and leadership	14
2-10	Nomination and selection of the highest governance body	2023 Proxy Statement >> Nominating and governance committee	29-30
2-11	Chair of the highest governance body	2023 Sustainability Report >> Governance >> Our Board of Directors	14
2-12	Role of the highest governance body in overseeing the management of impacts	2023 Sustainability Report >> Governance >> Risk and sustainability governance	16
2-13	Delegation of responsibility for managing impacts	2023 Sustainability Report >> Governance >> Risk and sustainability governance	14
2-14	Role of the highest governance body in sustainability reporting	2023 Sustainability Report >> About ResMed >> Materiality and our sustainabilty strategy	8
		2023 Sustainability Report >> Governance >> Sustainability and ESG governance	17

GRI Standard	GRI Disclosure	Content Source	Page No.
2-15	Conflicts of interest	Corporate Governance Guidelines >> Conflicts of interest	10
2-16	Communication of critical concerns	2023 Sustainability Report >> Governance >> Ethics and integrity	18
2-17	Collective knowledge of the highest governance body	Regular meetings and presentations are prepared for the senior executives focusing on the latest development on ESG matters. However, no dedicated measures were taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.	
2-18	Evaluation of the performance of the highest governance body	Currently, no such processes are in place.	
2-19	Remuneration policies	2023 Proxy Statement >> Compensation Discussion and Analysis (CD&A)	40-67
2-20	Process to determine remuneration	2023 Proxy Statement >> Compensation Discussion and Analysis (CD&A)	40-67
2-21	Annual total compensation ratio	2023 Proxy Statement >> Other Executive Compensation Matters, p. 81-85	81-85
2-22	Statement on sustainable development strategy	2023 Sustainability Report >> Materiality and sustainability strategy 2023 Sustainability Report >> A message from our CEO	8 4
2-23	Policy commitments	Please refer here for our all policies and corporate governance guidelines.	
2-24	Embedding policy commitments	2023 Sustainability Report >> Governance	13
2-25	Processes to remediate negative impacts	2023 Sustainability Report >> Governance >> Ethics and integrity	18
2-26	Mechanisms for seeking advice and raising concerns	2023 Sustainability Report >> Governance >> Ethics and integrity	18
2-27	Compliance with laws and regulations	2023 Sustainability Report >> Governance >> Other laws and regulations	21
2-28	Membership associations	2023 Sustainability Report >> Governance >> Policy and advocacy >> Advocacy and associations	20
2-29	Approach to stakeholder engagement	2023 Sustainability Report >> Materiality and sustainability strategy >> Stakeholder engagement	11
2-30	Collective bargaining agreements	2023 Sustainability Report >> Our people >> Labor management relations	32
Disclosures on material topics			
3-1	Process to determine material topics	2023 Sustainability Report >> Materiality and sustainability strategy	9
3-2	List of material topics	2023 Sustainability Report >> Materiality and sustainability strategy	9
3-3	Management of material topics	Discussed in various sections of the sustainability report.	

GRI Index 2: Topic Disclosures

GRI Standard	GRI Disclosure	Content Source	Page No.
GRI 201: Economic Performance			
201	Topic management disclosure	2023 Sustainability Report >> A message from our CEO	4
201-1	Direct economic value generated and distributed	2023 Sustainability Report >> Performance data and key indicators >> Economic performance	68
201-2	Financial implications and other risks and opportunities due to climate change	ResMed is conducting climate-related risk and opportunity assessment in FY2024, and its outcomes will be reported in next year.	
201-3	Defined benefit plan obligations and other retirement plans	2023 Sustainability Report >> Our people >> Employee benefits	31
GRI 203: Indirect Economic Impacts			
203	Topic management disclosure	2023 Sustainability Report >> Our communities	45
203-1	Infrastructure investments and services supported	2023 Sustainability Report >> Our communities	45
203-2	Significant indirect economic impacts	2023 Sustainability Report >> Our communities >> Contributions to community	46
GRI 205: Anti-corruption			
205	Topic management disclosure	2023 Sustainability Report >> Governance >> Ethics and integrity >> Anti-corruption	19
205-1	Operations assessed for risks related to corruption	2023 Sustainability Report >> Governance >> Ethics and integrity >> Anti-corruption	19
205-2	Communication and training about anti-corruption policies and procedures	2023 Sustainability Report >> Governance >> Ethics and integrity >> Anti-corruption	19
205-3	Confirmed incidents of corruption and actions taken	2023 Sustainability Report >> Performance data and key indicators >> Governance	68
GRI 206: Anti-competitive Behavior 2016			
206	Topic management disclosure	2023 Sustainability Report >> Governance >> Ethics and integrity >> Anti-competitive behavior	19
		2023 Sustainability Report >> Performance data and key indicators >> Governance	68
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2023 Sustainability Report >> Governance >> Ethics and integrity >> Anti-competitive behavior	19
		2023 Sustainability Report >> Performance data and key indicators >> Governance	68

GRI Standard	GRI Disclosure	Content Source	Page No.
GRI 207: Tax 2019			
207	Topic management disclosure	2023 Sustainability Report >> Governance>> Our approach to tax	24
207-1	Approach to tax	2023 Sustainability Report >> Governance >> Our approach to tax	24
207-2	Tax governance, control, and risk management	2023 Sustainability Report >> Governance >> Our approach to tax	24
207-3	Stakeholder engagement and management of concerns related to tax	2023 Sustainability Report >> Materiality and sustainabilty strategy >> Stakeholder engagement	12
GRI 302: Energy 2016			
302	Topic management disclosure	2023 Sustainability Report >> Our planet >> Energy and emissions	59
302-1	Energy consumption within the organization	2023 Sustainability Report >> Our planet >> Energy and emissions >> Global energy use	59
		2023 Sustainability Report >> Performance data and key indicators >> Energy and emissions	71
302-3	Energy intensity	2023 SustainabilityReport >> Our planet >> Energy and emissions >> Global energy use	59
		2023 Sustainability Report >> Performance data and key indicators >> Energy and emissions	71
302-4	Reduction of energy consumption	2023 Sustainability Report >> Our planet >> Environmental initiatives in our operations	60
302-5	Reductions in energy requirements of products and services	2023 Sustainability Report >> Our planet >> Environmental impacts of our products	63
		2023 Sustainability Report >> Our planet >> Sustainable product and packaging design	54
GRI 303: Water and Effluents 2018			
303	Topic management disclosure	2023 Sustainability Report >> Our planet >> Water stewardship	64
303-1	Interactions with water as a shared resource	2023 Sustainability Report >> Our planet >> Water stewardship	64
303-3	Water Withdrawal	2023 Sustainability Report >> Our planet >> Water stewardship	64
		2023 Sustainability Report >> Performance data and key indicators >> Water Stewardship	72
GRI 304: Biodiversity 2016			
304	Topic management disclosure	2023 Sustainability Report >> Our planet >> Protecting biodiversity	65
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	2023 Sustainability Report >> Our planet >> Protecting biodiversity	65
304-2	Significant impacts of activities, products and services on biodiversity	2023 Sustainability Report >> Our planet >> Protecting biodiversity	65

GRI Standard	GRI Disclosure	Content Source	Page No.
304-3	Habitats protected or restored	2023 Sustainability Report >> Our planet >> Protecting biodiversity >> Habitat protection	66
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	2023 Sustainability Report >> Our planet >> Protecting biodiversity	65
GRI 305: Emissions 2016			
305	Topic management disclosure	2023 Sustainability Report >> Our planet >> Energy and emissions	59
305-1	Emissions 2016	2023 Sustainability Report >> Our planet >> Energy and emissions	59
		2023 Sustainability Report >> Performance data and key indicators >> Energy and emissions	71
305-2	Energy indirect (Scope 2) GHG emissions	2023 Sustainability Report >> Our planet >> Energy and emissions	59
		2023 Sustainability Report >> Performance data and key indicators >> Energy and emissions	71
305-3	Other indirect (Scope 3) GHG emissions	Carbon Disclosure Project (CDP) Climate Change Questionnaire 2023	19
305-4	GHG emissions intensity	2023 Sustainability Report >> Our planet >> Energy and emissions	59
		2023 Sustainability Report >> Performance data and key indicators >> Energy and emissions	71
GRI 306: Waste 2020			
306	Topic management disclosure	2023 Sustainability Report >> Our planet >> Waste management	64
306-1	Waste generation and significant waste-related impacts	2023 Sustainability Report >> Our planet >> Waste management	64
306-2	Management of significant waste related impacts	2023 Sustainability Report >> Our planet >> Waste management	64
306-3	Waste generated	2023 Sustainability Report >> Performance data and key indicators >> Waste management	71
306-4	Waste diverted from disposal	2023 Sustainability Report >> Performance data and key indicators >> Waste management	71
306-5	Waste directed to disposal	2023 Sustainability Report >> Performance data and key indicators >> Waste management	71
GRI 308: Supplier Environmental Assessment 2016			
308	Topic management disclosure	2023 Sustainability Report >> Our products >> Sustainability in our supply chain >> Managing environmental impacts in supply chain	40

GRI Standard	GRI Disclosure	Content Source	Page No.
GRI 401: Employment 2016			
401	Topic management disclosure	2023 Sustainability Report >> Our people	25
401-1	New employee hires and employee turnover	2023 Sustainability Report >> Our people >> Belonging, inclusion, and diversity for success (BIDS) >> Hiring policies and practices	29
		2023 Sustainability Report >> Performance data and key indicators >> Our people	68
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2023 Sustainability Report >> Our people >> Employee benefits	31
GRI 402: Labor/Management Relations 2016			
402	Topic management disclosure	2023 Sustainability Report >> Our people >> Labor management relations	32
402-1	Minimum notice periods regarding operational changes	2023 Sustainability Report >> Our people >> Labor management relations	32
GRI 403: Occupational Health and Safety 2018			
403	Topic management disclosure	2023 Sustainability Report >> Our people >> Health, safety, and wellbeing	32
403-1	Occupational health and safety management system	2023 Sustainability Report >> Our people >> Health, safety, and wellbeing >> Managing health and safety	34
403-2	Hazard identification, risk assessment, and incident investigation	2023 Sustainability Report >> Our people >> Health, safety, and wellbeing >> Health and safety	33
403-3	Occupational health services	2023 Sustainability Report >> Our people >> Health, safety, and wellbeing	32
		2023 Sustainability Report >> Our people >> Health, safety, and wellbeing >> Health programs and promotion	34
403-6	Promotion of worker health	2023 Sustainability Report >> Our people >> Health, safety, and wellbeing	32
		2023 Sustainability Report >> Our people >> Health, safety, and wellbeing >> Health programs and promotion	34
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relations	2023 Sustainability Report >> Our people >> Health, safety, and wellbeing >> Managing health and safety	34
		2023 Sustainability Report >> Our people >> Health, safety, and wellbeing >> Health and safety	33
403-9	Work-related injuries	2023 Sustainability Report >> Performance data and key indicators >> Our people >> Health, safety, and wellbeing	71

GRI Standard	GRI Disclosure	Content Source	Page No.
GRI 404: Training and Education 2016			
404	Topic management disclosure	2023 Sustainability Report >> Our people >> Employee development >> Training and education	30
404-1	Average hours of training per year per employee	2023 Sustainability Report >> Performance data and key indicators >> Our people >> Employee development (training and education)	71
404-2	Programs for upgrading employee skills and transition assistance programs	2023 Sustainability Report >> Our people >> Employee development	30
		2023 Sustainability Report >> Performance data and key indicators >> Our people >> Employee development >> Career goals and development	30
GRI 405: Diversity and Equal Opportunity 2016			
405	Topic management disclosure	2023 Sustainability Report >> Our people >> Belonging, inclusion, and diversity for success (BIDS)	26
405-1	Diversity of governance bodies and employees	2023 Sustainability Report >> Performance data and key indicators >> Our people >> Diversity of employees by gender and age group	69
		2023 Sustainability Report >> Governance >> Our Board of Directors >> Age, gender, tenure, and diversity of our Board	14
GRI 406: Non-discrimination 2016			
406	Topic management disclosure	2023 Sustainability Report >> Governance >> Ethics and integrity >> Code of conduct	18
406-1	Incidents of discrimination and corrective actions taken	2023 Sustainability Report >> Performance data and key indicators >> Governance	68
GRI 413: Local Communities 2016			
413	Topic management disclosure	2023 Sustainability Report >> Our communities	45
413-1	Operations with local community engagement, impact assessments, and development programs	2023 Sustainability Report >> Our communities >> Contribution to community	46
413-2	Operations with significant actual and potential negative impacts on local community	None	
GRI 414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	Not assessed for inclusion in FY2023 Sustainability Report.	
414-2	Negative social impacts in the supply chain and actions taken	Not assessed for inclusion in FY2023 Sustainability Report.	

GRI Standard	GRI Disclosure	Content Source	Page No.
GRI 416: Customer Health and Safety 2016			
416	Topic management disclosure	2023 Sustainability Report >> Our products >> Product safety	39
416-1	Assessment of the health and safety impacts of product and service categories	2023 Sustainability Report >> Our products >> Product safety	39
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2023 Sustainability Report >> Our products >> Product safety	39
GRI 417: Marketing and Labelling 2016			
417	Topic management disclosure	2023 Sustainability Report >> Our products >> Marketing and labelling	44
417-1	Requirements for product and service information and labelling	2023 Sustainability Report >> Our products >> Marketing and labelling	44
417-2	Incidents of non-compliance concerning product and service information and labelling	2023 Sustainability Report >> Our products >> Marketing and labelling	44
		2023 Sustainability Report >> Performance data and key indicators >> Governance	68
417-3	Incidents of non-compliance concerning marketing communications	2023 Sustainability Report >> Our products >> Marketing and Labelling	44
		2023 Sustainability Report >> Performance data and key indicators >> Governance	68
GRI 418: Customer Privacy 2016			
418	Topic management disclosure	2023 Sustainability Report >> Governance >> Cybersecurity and data privacy	22
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2023 Sustainability Report >> Governance >> Cybersecurity and data privacy >> Investment in data protection and technology	24
		2023 Sustainability Report >> Performance data and key indicators >> Cybersecurity and data privacy	72

Appendix 2

References to SASB Topics

SASB Topic	Accounting Metric Code	Sections	Page
Affordability & Pricing	HC-MS-240a.2	Product price	44
Product Safety	HC-MS-250a.1	Product safety	39
Product Safety	HC-MS-250a.2	Product safety	39
Product Safety	HC-MS-250a.3	Product safety	39
Product Safety	HC-MS-250a.4	Product safety	39
Ethical Marketing	HC-MS-270a.1	Performance data and key indicators	68
Ethical Marketing	HC-MS-270a.2	Ethics and integrity	18
Ethical Marketing	HC-MS-270a.2	Market-related compliance	22
Ethical Marketing	HC-MS-270a.2	Product quality	39
Product Design & Lifecycle Management	HC-MS-410a.1	Sustainable product and packaging design	54
Product Design & Lifecycle Management	HC-MS-410a.1	Biocompatibility testing	40
Supply Chain Management	HC-MS-430a.1	Performance data and key indicators	68
Supply Chain Management	HC-MS-430a.2	Our supplier network	7
Supply Chain Management	HC-MS-430a.2	Suppliers and contractors	12
Supply Chain Management	HC-MS-430a.2	Sustainable product and packaging design	54
Supply Chain Management	HC-MS-430a.2	Quality with suppliers	40
Business Ethics	HC-MS-510a.1	Performance data and key indicators	68
Business Ethics	HC-MS-510a.2	Ethics and Integrity	18
Business Ethics	HC-MS-510a.2	Market-related compliance	22

Appendix 3

Materiality Assessment

During FY2023, ResMed undertook an independent materiality assessment as a foundation for developing its understanding of its environmental, social and governance (ESG)- related strategic priorities to mature its approach to sustainability and inform its strategy, engagement, and reporting.

ResMed's Prioritized List of ESG Material Topics

#	Topic	Category	SDGs
1	Sleep better, breathe better, and live better lives through respiratory products and services	Social	3 GOOD HEALTH AND WELL-BEING; 8 DECENT WORK AND ECONOMIC GROWTH; 10 REDUCED INEQUALITIES
2	Energy efficiency and greenhouse gas (GHG) emissions reduction	Environmental	13 CLIMATE ACTION; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 7 AFFORDABLE AND CLEAN ENERGY
3	Belonging, inclusion, and diversity for success	Social	5 GENDER EQUALITY; 8 DECENT WORK AND ECONOMIC GROWTH; 10 REDUCED INEQUALITIES
4	Sustainable supply chain	Environmental	12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 6 CLEAN WATER AND SANITATION; 11 SUSTAINABLE CITIES AND COMMUNITIES
5	Tech driven and innovative	Governance	3 GOOD HEALTH AND WELL-BEING; 17 PARTNERSHIPS FOR THE GOALS; 7 AFFORDABLE AND CLEAN ENERGY
6	Lead equitable access to care	Social	3 GOOD HEALTH AND WELL-BEING; 8 DECENT WORK AND ECONOMIC GROWTH; 10 REDUCED INEQUALITIES
7	Product and packaging circularity	Environmental	12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 14 LIFE BELOW WATER; 15 LIFE ON LAND

8	Supplier engagement in modern slavery and human rights	Social	
9	Patient safety and product quality	Governance	
10	Physically and mentally healthy ResMedians	Social	
11	Talent attraction, development, and retention	Social	
12	Cybersecurity and data privacy	Governance	
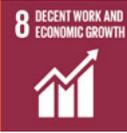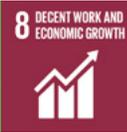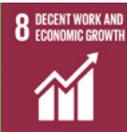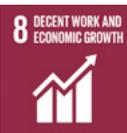
| ResMed's Top Four strategic SDGs | |