



Transparency Act Report 2025

ResMed Norway AS

1. Introduction

This human rights due diligence report has been prepared by ResMed Norway AS (“**Resmed Norway**”) pursuant to Section 5 of the Norwegian Transparency Act (Nw: åpenhetsloven). The report covers the period from 1 July 2024 to 30 June 2025, corresponding to the company's financial year.

2. Structure

Resmed Norway is a wholly owned subsidiary within the Resmed Group.

ResMed Inc. (“**Resmed Inc**”), a Delaware corporation, was formed in March 1994 as the ultimate holding company of its operating subsidiaries (“**Resmed Group**”). Resmed Inc.’s principal share listing is on the New York Stock Exchange; its secondary listing of common stock via Chess Depository Instruments is available on the Australian Securities Exchange.

3. Operations

Resmed Group is a global leader in digital health and cloud-connected medical devices, specializing in treatments for conditions such as sleep apnea. Resmed Norway serves the Norwegian market, with its main functions being selling and distributing products in Norway, operating from its offices located in Lysaker, Bærum. The products are primarily sourced internally from ResMed Pty Ltd, an Australian company (“**Resmed Australia**”) and ResMed Asia Pte Ltd, a Singapore entity (“**Resmed Singapore**”). Resmed Norway had 11 employees in the reporting period.

4. Human rights commitments and due diligence

At the heart of each of the Resmed Group’s products and digital solutions lies the often-overlooked narrative of our dedicated employees, reliable suppliers, and committed community representatives. The Resmed Group’s achievements are deeply rooted in this diverse value chain, which will continue to drive success. The Resmed Group holds a responsibility towards these groups – as well as to shareholders and customers – to uphold the highest standards of business ethics by being honest,

fair, and transparent in all activities. This commitment includes identifying and mitigating the risks associated with modern slavery while ensuring responsible and transparent supply chains.

The Resmed Group's strategy is centered on empowering teams, prioritizing artificial intelligence, and building trust. These foundational pillars, combined with ethical business practices and operational excellence, enable the Resmed Group to save and enrich hundreds of millions of lives globally. At the heart of this ethical framework is a strong corporate culture, supported by a comprehensive code of values and ethics. The Resmed Group's commitment to legal compliance, as well as to the safety and human rights of everyone connected to Resmed – including the Resmed Group's global supply chain, business partners, and contractors – is fundamental to the Resmed Group's culture and essential to ongoing success.

Like the rest of the Resmed Group, Resmed Norway is dedicated to conducting its business with the highest standards of business ethics. This commitment includes identifying and addressing human rights and modern slavery risks, as well as maintaining responsible and transparent supply chains. The Resmed Group implements several procedures and measures to ensure that this commitment is met in practice. This includes human rights due diligence procedures, which also cover the operations and supply chains of Resmed Norway. Since Resmed Norway primarily sources its products internally, it utilizes and relies on the due diligence efforts of the group and in particular Resmed Australia and Resmed Singapore.

More information on the assessments and actions taken is available in the Resmed Group's annual [Modern Slavery and Human Trafficking Statement](#). Further information on manufacturing and other relevant activities is also provided below, and at the end of the report, we summarize the Resmed Group's policies and framework in relation to human rights and modern slavery.

Manufacturing

The Resmed Group operates a globally distributed manufacturing network designed to optimize quality, control costs, reduce time to market for new product introduction, and generate supply chain resilience. The Resmed Group's manufacturing operations consist of specialist component production as well as technical assembly and comprehensive testing and quality control of our devices, masks, and accessories. Of the numerous raw materials, parts and components purchased for the Resmed Group's therapeutic and diagnostic sleep disorder products, many are available from multiple vendors. The Resmed Group also purchases uniquely configured components from various suppliers, including some who are single-source suppliers. Any reduction or halt in supply from one of these suppliers could limit the Resmed Group's ability to

manufacture our products or devices until a replacement supplier is found and qualified. The Resmed Group generally manufactures to internal sales forecasts and fill orders as received. The Resmed Group strives for continuous improvement in manufacturing processes to deliver year-on-year improvement in quality, availability, and value. Each manufacturing site and team are responsible for the quality of their product group and decisions are based on performance and quality measures, including customer feedback.

The Resmed Group's quality management system is based on the requirements of ISO 13485, Food and Drug Administration, or FDA, Quality Management System Regulation, or QSR, being replaced by the new FDA Quality Management System Regulation, or QMSR, effective February 2 2026, European Medical Device Regulation, or MDR, the Medical Device Directive (93/42/EEC) and other applicable regulations for the markets in which the Resmed Group sell. The Resmed Group's main manufacturing sites are certified to ISO 13485 and are audited at regular intervals by a Notified Body. Additionally, the Resmed Group's Sydney, Tuas, San Diego, Atlanta, and Moreno Valley sites are certified under the Medical Device Single Audit Program or MDSAP, an audit of medical device manufacturers' quality management system to satisfy multiple regulatory requirements. MDSAP audits are conducted by a MDSAP recognized auditing organization and can fulfill the needs of multiple regulatory jurisdictions (e.g., Australia, Brazil, Canada, Japan, and the United States of America). The Resmed Group's Sydney and Singapore manufacturing operations operate an Environmental Management System (EMS) certified to ISO 14001:2015. The Resmed Group is progressively extending the EMS across its manufacturing network.

The Resmed Group's main manufacturing facilities for Resmed-branded products are located in Tuas, Singapore; Sydney, Australia; Chatsworth, California; Calabasas, California; Johor Bahru, Malaysia; and Atlanta, Georgia. The principal factory for Curative-branded products is in Suzhou, China. Narval-branded products are manufactured in Lyon, France.

Assessment of human rights risks in operations and supply chain

As part of the Resmed Group's procedures, Resmed Norway carries out due diligence of its suppliers by consulting third-party classifications of high-risk factors, sectors, commodities, and geographies.

The Resmed Group maintains particularly close working relationships with its Tier 1 suppliers, which enhances the visibility and ability to assess the human rights risks in the direct supply chain. Nonetheless, there may be factors and sectors within our broader supply chain that may pose higher risks. Details of actions taken to respond to and

mitigate risks are outlined in the Resmed Group's latest annual Modern Slavery and Human Trafficking Statement.

We are not aware of, and the assessments have not revealed any actual adverse human rights impacts or significant risks of such impacts that require specific measures beyond the general measures implemented towards our supply chain. Nevertheless, and as detailed in the Modern Slavery and Human Trafficking Statement, we are committed to continuously improving our due diligence efforts and have planned several additional measures in this regard at group level.

Human Capital

The Resmed Group's mission of transforming patient care in the residential setting through innovative solutions and technology-driven integrated care is largely achieved by our continuous efforts to ensure that we prioritize fostering an inclusive environment that helps our people and our patients achieve success. The Resmed Group's culture is designed to unlock the potential, skills, engagement and creativity of our people. The Code of Business Conduct & Ethics, together with our diversity and ethical business policies, directly impact workplace behavior and communication, and address discrimination and harassment, health and safety, and employee engagement, supporting talent attraction, retention, and development.

Resmed Inc.'s board of directors and its committees provide general oversight on a range of human capital management efforts, including environmental, social, and governance efforts.

As of 30 June 2025, Resmed Norway had 11 employees, whilst the Resmed Group had approximately 10,600 employees or contingent workers, of which approximately 4,240 were employed in cost of sales activities including areas such as warehousing and manufacturing. Of the Resmed Group's employees and contingent workers, approximately 3,250 (31%) were located in the United States, Canada and Latin America, 3,250 (31%) in Asia, 1,570 (14%) in Australia and 2,530 (24%) in Europe.

Employee Health and Safety

The Resmed Group believes maintaining a physically safe and mentally healthy working environment is essential in supporting its people to deliver their best work. The Resmed Group employs global standards to provide the framework for locally compliant, integrated and effective health and safety management systems which enable the capability, autonomy & accountability of the leaders to manage local sites. This year, the Resmed Group enhanced our resources dedicated to mental health and psychological safety in the workplace. The Resmed Group's approach is to prioritize health and safety as a positive contributor to innovation, continuous improvement and

business sustainability through focusing on making work easier, which in turn makes work safer and more efficient.

Employee Engagement and Wellbeing

The Resmed Group regularly seeks employee feedback and sentiment about our workplace through global engagement surveys that enable its people to rate and comment on matters related to their employment experience. The Resmed Group openly shares the survey results throughout the company and encourages leaders to put in place action plans at global and local levels to address priority issues. Where benchmarks are available, our results are evaluated against comparable peer groups. The Resmed Group is committed to improving the quality of life of its employees and their families. The Resmed Group's health and wellbeing programs differ by country and may include company sponsored health insurance, retirement savings plans, sleep apnea screening and treatment, smoking cessation, gym membership discounts, seasonal flu vaccinations, mental health assistance, and many other programs to drive healthy behaviors and awareness. Additionally, the Resmed Group has implemented a company-wide Resmed Day - taken at the employee's election - for its people to focus on mental, social and physical health.

More information on the working environment of Resmed Norway can be found in the company's latest Director's Report.

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5. Human rights and modern slavery framework


The Resmed Group takes a risk-based approach to combatting modern slavery and human rights abuse. Over the past year, the Resmed Group's focus has been on enhancing our internal policies and systems relating to our supply chain monitoring, upskilling our staff, assessing risks, and investing in internal and external resources. The bullet points below describe how the Resmed Group classifies our efforts undertaken to enhance this risk-based approach within each of the framework elements. More information about the efforts from the Resmed Group's main manufacturing operations is available in the [Modern Slavery and Human Trafficking Statement](#).

 **Governance and policies**


- Board and executive oversight through a dedicated committee
- Code of Business Conduct and Ethics
- Global Third-Party Code of Conduct
- Global Procurement Policy
- Global Supplier Manual
- Australian Whistleblower Policy

 **Training and communication**


- Mandatory and voluntary training
- Governance policy training
- Informal awareness

 **Assessing risks**


- Map and monitor our supply chains
- Annual supplier risk questionnaires
- Supplier due diligence
- Desktop reviews

 **Internal and external resources**

- Leverage technology for supply chain mapping and risk assessment
- Consult with third-party subject matter experts and perform multi-disciplinary reviews

Signed by:

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Katrine Paulshus
Country Manager &
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Michael James Rider
Board member