

## **AUSTRALIA MODERN SLAVERY STATEMENT**

Masimo Corporation and its subsidiaries (collectively, “Masimo”) are committed to ensuring that Masimo’s supply chain practices uphold and respect human rights. This joint statement describes the steps taken by Masimo Corporation and its Australia-based subsidiaries, Masimo Australia Pty. Ltd. (ACN 124 372 701; ABN 71 124 372 701), Sound United Australia Pty. Ltd (ACN 169 125 053; ABN 32 169 125 053), Sound United Sales & Marketing Australia Pty. Ltd (ACN 619 418 325; ABN 44 319 418 325), Nura Holdings Pty Ltd. (ACN 608 024 077) and Nura Operations Pty Ltd. (ACN 614 242 938) (each, an “Australia Subsidiary,” and collectively, the “Australia Subsidiaries”), to address the risk of modern slavery in Masimo’s supply chain. This statement is for the fiscal year ended December 31, 2022.

### **Structure, Operations and Supply Chains**

Masimo is a global technology company dedicated to improving lives. Masimo’s healthcare business develops, manufactures and markets a variety of noninvasive patient monitoring technologies, hospital automation and connectivity solutions, remote monitoring devices and consumer health products. Masimo’s non-healthcare consumer audio business develops, manufactures, markets, sells and licenses premium and luxury audio sound products, and related integration technologies.

Masimo operates globally in North America, Latin America, Europe, the Middle East, Asia, and Australia with approximately 9,900 full-time and dedicated contract personnel worldwide. Each Australia Subsidiary is a wholly owned, indirect subsidiary of Masimo Corporation. They market and sell Masimo products and services in Australia and provide technical and clinical support to customers. The Australia Subsidiaries collectively employ approximately 113 employees.

Masimo products are produced at manufacturing sites in North America, Japan, China, Malaysia, the United Kingdom and Sweden, with product components sourced from over 1,000 suppliers worldwide. Types of product components include, for example, electronics, assemblies, cables, cable harnesses and wires, power supplies, printed circuit assemblies, displays/monitors, and batteries. In addition, Masimo procures goods and services used in the manufacturing of its products (for example, machinery and packaging materials). Masimo also procures and consumes indirect goods and services to support its internal operations including computers, office supplies, and services such as freight and customs brokers, utilities, telecommunication, office cleaning, and travel arrangements.

### **Our Commitment and Actions We Take to Address the Risks**

Masimo prohibits forced labor and human trafficking in our supply chain, and will not conduct business with any supplier that uses forced labor, including prison labor, indentured labor, bonded labor, other forms of forced labor, or labor that is in violation of any law.

Masimo takes the following steps to address risks in its supply chain:

- We maintain internal policies for managing our supply chain business partners and adhere to our Code of Business Conduct and Ethics (“Code”).

- We require all employees, directors, officers, and consultants to comply with our Code, which prohibits any form of forced labor, including slavery and human trafficking, in the supply chain.
- We maintain a compliance program and require employees to certify compliance with the Code. We investigate potential violations of the Code and other company policies, and take disciplinary action when necessary.
- We train our supply chain management and staff on applicable company procedures.
- We evaluate suppliers through questionnaires and risk-based assessments.
- We require our suppliers to comply with all applicable laws and regulations.

Masimo has implemented a due diligence process regarding the source and chain of custody of certain minerals that originate in the Democratic Republic of the Congo or adjoining countries. We continue to assess and identify other potential areas of modern slavery risk.

#### **Consultation and Approval**

Masimo Corporation and each Australia Subsidiary collaborated in preparing this statement, which has been approved by the directors of Masimo Australia Pty. Ltd.



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Nimra Singhal  
Masimo Australia Pty. Ltd.

31.08.2023

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Date Signed