

Environmental Stewardship Procedure

Fisher & Paykel Healthcare Corporation Limited

Our Intention

As outlined in our Environmental & Social Responsibility Policy, our intention is to create a positive lasting impact on society and the environment. We understand that we have a responsibility to operate our business efficiently and responsibly, caring for the natural environment.

This procedure sets out our approach towards environmental stewardship.

Our Approach

We aim to achieve our intention with the following:

Carbon, Energy and Climate

- Reducing carbon emissions.
- Promoting energy efficiency and sustainable energy management practices.
- Integrating ecodesign principles in product design considerations.
- Engaging stakeholders and creating awareness of environmental risks and opportunities along our product supply value chain.
- Educating our people and building awareness around environmental risks and opportunities in our operations.

Nature and Ecosystems

- Minimising conversion of natural ecosystems, promoting restoration and maintenance.
- Sustainable sourcing and consumption of forest risk commodities, including traceability standards.
- Promoting water efficiency through water recycling, rainwater harvesting, and closed-loop water systems.
- Promoting waste reduction through operational efficiency and recycling.

Managing and Measuring Performance

- Managing an effective environmental management system across all our manufacturing facilities.
- Complying with the letter and spirit of relevant legal and statutory requirements, meeting our responsibilities relating to the environment.
- Monitoring, reporting on, and continually improving our environmental management, processes and performance.

Roles and Responsibilities

The Fisher & Paykel Healthcare Board of Directors, with assistance from the Audit and Risk Committee, is responsible for providing overall governance and oversight of the company's environmental and social responsibility practices.

The Executive Management Team reports to the Audit and Risk Committee and the wider Board for progress on environmental initiatives.

Approved by the Audit and Risk Committee on 17 November 2025.