



Global Sustainability Impact Report

2025

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At AirLife, our ESG priorities are closely aligned with our business strategy, enabling us to safely and efficiently deliver products to our customers and the patients they serve, while upholding our commitment to *Excellence with Every Breath*.

ESG serves as a strategic framework for addressing a broad range of priorities, including our carbon footprint, workplace culture, and corporate ethics and governance practices. To better serve our customers, safeguard the environment, and support the communities in which we operate, AirLife conducts a comprehensive annual assessment of our Environmental, Social, and Governance (ESG) practices. We are dedicated to the continuous improvement of our ESG strategy by prioritizing initiatives that are most important to our stakeholders and by communicating our progress with transparency.

To balance environmental responsibility with the high-quality care our customers and patients deserve, we consistently identify opportunities in our supply chain to introduce sustainability projects. As AirLife's sustainability processes mature and evolve, we continue to implement environmental initiatives that support our commitment to customer satisfaction, product performance, and patient safety.



A Message From Leadership

As AirLife's ESG Executive leader, I have been happy to lead a program-wide expansion from data monitoring to proactive planning. As a cross-functional team, we have enabled operational and commercial success by optimizing communication paths within the company, improving data cleanliness to ease reporting to public and private entities, and promoting sustainability-focused projects across the company. To celebrate these accomplishments, I am excited to announce AirLife's inaugural Sustainability Report!

The report covers the three main sections of ESG compliance: Environmental, Social, and Governance. Through this report, we highlight the projects that helped AirLife reach new heights in sustainability. The first of these accomplishments that I am proud to share is a 9% drop in emissions in our first year since revising our baseline year. In 2024, we changed our baseline year to reflect the newfound scope of our business following two large acquisitions. The 9% drop follows a year of facility consolidations, transportation optimization and the implementation of green energy in our Finland office. These projects put us in great position to achieve our goal of Net Zero emissions by 2050.

AirLife's ESG team is committed to upholding our values of *Customer First, Differentiate with our People, Bias for Action, Continuous Improvement and Accountability*. By promoting sustainability and social compliance, we strengthen our ability to provide the ultimate customer experience, bring in strong talent, and support the clinicians who use our products to save lives every day. Thank you to the teams who achieved these goals in 2025. I am excited to continue achieving our sustainability goals together in 2026!



Caitlin Anderson

Chief Administrative Officer
& General Counsel



Environmental

Product Sustainability



Ballard™ 7Day Closed Suction System

The Ballard 7Day Closed Suction System allows for healthcare professionals to hook up a patient for up to seven days. This duration means that customers who use the 7Day catheter instead of the standard 24-hour or 72-hour catheters will dispose of less plastic waste.



Ballard™ Oral Care Swabs

AirLife continuously works with customers to optimize products to fit their needs. By transitioning the stick in the Oral Care Swab from a 4.5" plastic stick to a 6" paper stick, we are doing just that. The longer stick makes it easier for physicians to clean patients' mouths, a change requested by our customers. It also allows for increased recycling in the buildings the swabs are used at.



HEINE visionPRO® Video Laryngoscope

Last year's introduction of the HEINE visionPRO to our portfolio confirms our dedication to selling sustainable products that provide a superior experience to our customers. The visionPRO is powered by a long-lasting, rechargeable lithium battery which is more sustainable and cost-effective than disposable batteries and each of its blades are made of 100% recycled refrigerators, which helps to capture the harmful HFC and CFC chemicals that are contained when refrigerators are recycled.



Sterile Water for Inhalation, Flexible Hanging Container

AirLife's Flexible Hanging Container is designed without DEHP plasticizers to help minimize exposure risks in neonatal applications.

AirLife's packaging initiatives for primary and secondary packaging are currently performed on a product-by-product basis as we focus on large-scale projects to improve packaging for large swaths of AirLife's product portfolio.

New Polybag Supplier

In AirLife's continued social responsibility efforts, we are happy to announce that our new polybag supplier has both its Global Recycled Standard and its Recycled Claim Standard certification through Intertek. Acquiring these certifications involved thorough audits of our Supplier's environmental, social, and recycling efforts. Standardizing our polybag supplier has allowed us to simplify our supply chain, reduce spend on packaging, and minimize our products' environmental impact. We now exclusively use polybags made of plastic ranging from 20-100% recycled material.

AirLife saw packaging waste reduction as an area of opportunity over the past few years. In our continued efforts to optimize and reduce our packaging materials, AirLife is exploring and implementing sustainable packaging solutions to minimize environmental impact, as well as consider and research eco-friendly materials and design practices.

Nate Villereal

Sr. Director, Global Strategic Sourcing

Sustainability is a priority of AirLife demonstrated through our ESG and GHG metrics compiled annually by an independent third party and reported to AirLife’s Board of Directors. We also have a commitment to achieving Net Zero Emissions by 2050.

Boundary Methodology for AirLife

The emissions boundary determines what is included in the GHG inventory. AirLife uses an operational control boundary — anything AirLife can change or influence operationally is included. This includes AirLife’s owned/leased facilities and owned/leased vehicles.

Facility Inclusion

- | | | |
|-----------------------|--------------------------|-------------------------|
| Grand Rapids | Nogales II Manufacturing | Shenzhen Manufacturing |
| El Paso Main | Nogales Warehouse | Helsinki Office |
| Tucson Manufacturing | Juarez Manufacturing | Phoenix Distribution |
| Tucson Distribution* | Zhuhai Manufacturing | Magdalena Manufacturing |
| Nogales Manufacturing | Mexicali Manufacturing | |

Source Category Inclusion:

SCOPE 1



Stationary Combustion



Mobile On-Road Combustion



Mobile Off-Road Combustion

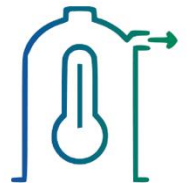


Fugitives

SCOPE 2



Purchased Electricity



Purchased Heating

* Tucson Distribution was closed in 2024; however, the site was not yet sold in 2025 and AirLife still accounts for the electricity usage and resulting emissions.

Carbon Footprint Dashboard

TOTAL 2025 EMISSIONS

29,032 MT CO₂e

SCOPE 1

1,204 MT CO₂e

SCOPE 2 (MARKET BASED)

27,828 MT CO₂e

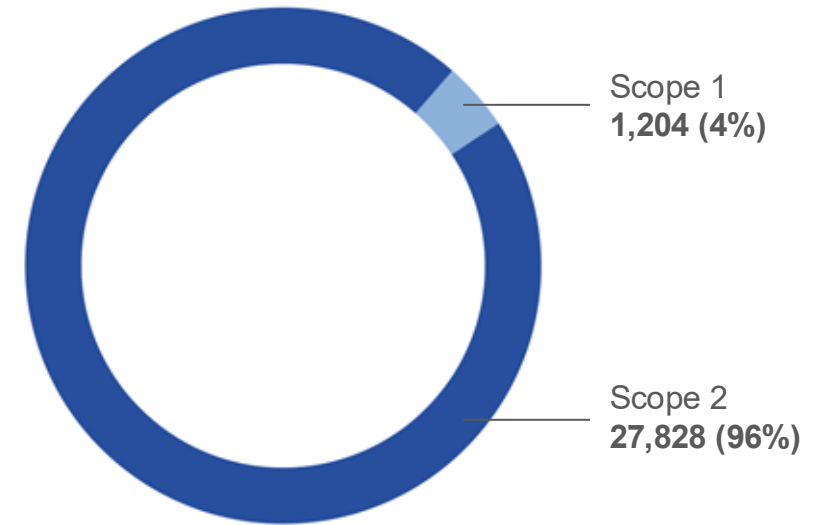
TOTAL 2025 ENERGY USE

63,004,833 kWh

TOTAL 2025 RENEWABLE ENERGY USE *

36,005 kWh

2025 EMISSIONS BY SCOPE



Manufacturing & Distribution Greenhouse Gas Impacts - 2025

ISO 14001

In our continued efforts towards improving the sustainability of our manufacturing plants and processes, AirLife's largest plant has its ISO 14001 certification, an internationally recognized standard for environmental management systems (EMS) signifying excellence in environmental performance and improvement initiatives.

Recapture/Regrind

AirLife is committed to sustainability, and we use internally reclaimed materials to manufacture our products when possible, ensuring the materials meet rigorous standards without affecting safety or performance.

Greenhouse Gas Emissions (GHG)

AirLife uses EDCI (ESG Data Convergence Initiative Emissions Reporting -- internationally accepted standards for measuring and managing GHG emissions that ensure accurate and consistent calculations and reporting) to annually collect and report its GHG across its sites.

SASB Standards Relevant to Medical Equipment Manufacturers

SASB is a world-renowned nonprofit, committed to inspiring sustainable financial investing through the establishment of clear, industry-relevant standards. AirLife measures annually against SASB standards. AirLife considers its ESG maturity by evaluating these SASB criteria: *Affordability & Pricing, Product Safety, Ethical Marketing, Product Design Lifecycle Management, Supply Chain Management, and Business Ethics*

Manufacturing & Distribution Greenhouse Gas Impacts - 2026

GHG Intensity Baseline Established

To continue to progress toward achieving Net Zero, we refined our Carbon Plan to more accurately measure our sustainability efforts in relation to our organizational footprint. After our acquisitions of both a respiratory and anesthesia consumables business and a respiratory health business, AirLife successfully maintained the same energy and GHG emissions intensity as the previous year despite a 35% increase in company-wide square footage. While we grow to provide better service and higher quality products for our customers, we do so responsibly by taking environmental factors and efficiencies into consideration.

Surveying Suppliers' Sustainability

AirLife surveys our largest suppliers to better understand our upstream emissions data. In the near future, this will allow AirLife to report Scope 3 emissions.

US Distribution Centers

In the past two years, AirLife consolidated its US-distribution model down to two distribution centers (one in Phoenix, one in Louisville) to reduce trucking emissions. The Phoenix DC is a brand-new facility with state-of-the-art technology to reduce energy consumption.

Operational Enhancements

How We're Reaching Our Goals

The following environmental management measures and projects have been completed or implemented since the 2024 baseline. The carbon emission reduction achieved by these schemes equate to **2,973 tCO₂e**, a **9% reduction** against the 2050 baseline and the measures will be in effect when performing the contract

AirLife is dedicated to mitigating emissions, reducing waste, and providing our customers with the highest quality anaesthesia and respiratory products. We are proud to share the following sustainability achievements accomplished since establishing our emissions baseline:

- Reestablished our ISO 14001 certification with zero nonconformances at our largest manufacturing facility. ISO 14001 is an internationally recognized standard signifying excellence in a facility's regulatory compliance and resilience.
- Our Helsinki, Finland office received a green energy usage certification marking AirLife's first foray into clean energy usage.*
- Built and started sending a supplier compliance survey focusing on environmental and social compliance. The survey provides us with insights to our Scope 3 emissions that are impactful on our Net Zero goal.
- Partnered with a new Polybag supplier that renewed Global Recycled Standard and its Recycled Claim Standard certification through Intertek. Acquiring these certifications involved thorough audits of our supplier's environmental, social, and recycling efforts and AirLife is proud of our partnership with them.
- Followed through on our pledge to reduce packaging and eliminate unnecessary packaging where possible by starting a Packaging Engineering team including an internship program.
- Held global health and DEI&A events to engage our employees with their local communities, educate on important issues, and promote physical and emotional wellness. Specifically, AirLife hosted Health Weeks at our facilities in Mexico and China to promote healthy living to all employees and their families; AirLife teammates and their families received access to critical healthcare and resources, including vaccines, nutrition consultation, ophthalmologists, psychologists, general medical practitioners, reproductive health, and ergonomic consultation.

Operational Enhancements

*Green Energy Added & Certified at Helsinki, Finland Office

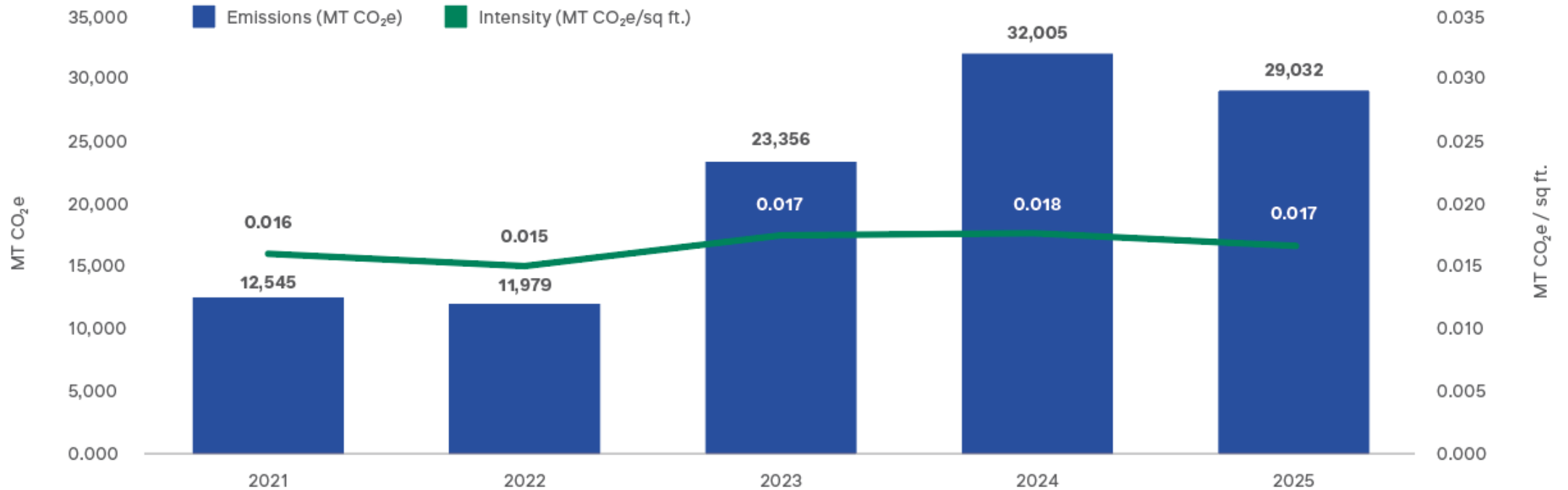
In 2025, our Helsinki, Finland office successfully certified its electricity and heat sources as renewable, zero carbon sources. This addition is the first step on our journey to achieving Net Zero by 2050. As we consolidate and optimize manufacturing and warehouse operations globally, this enhancement in our comparatively smaller engineering operation in Finland is a strong way to initiate progress to our goal.



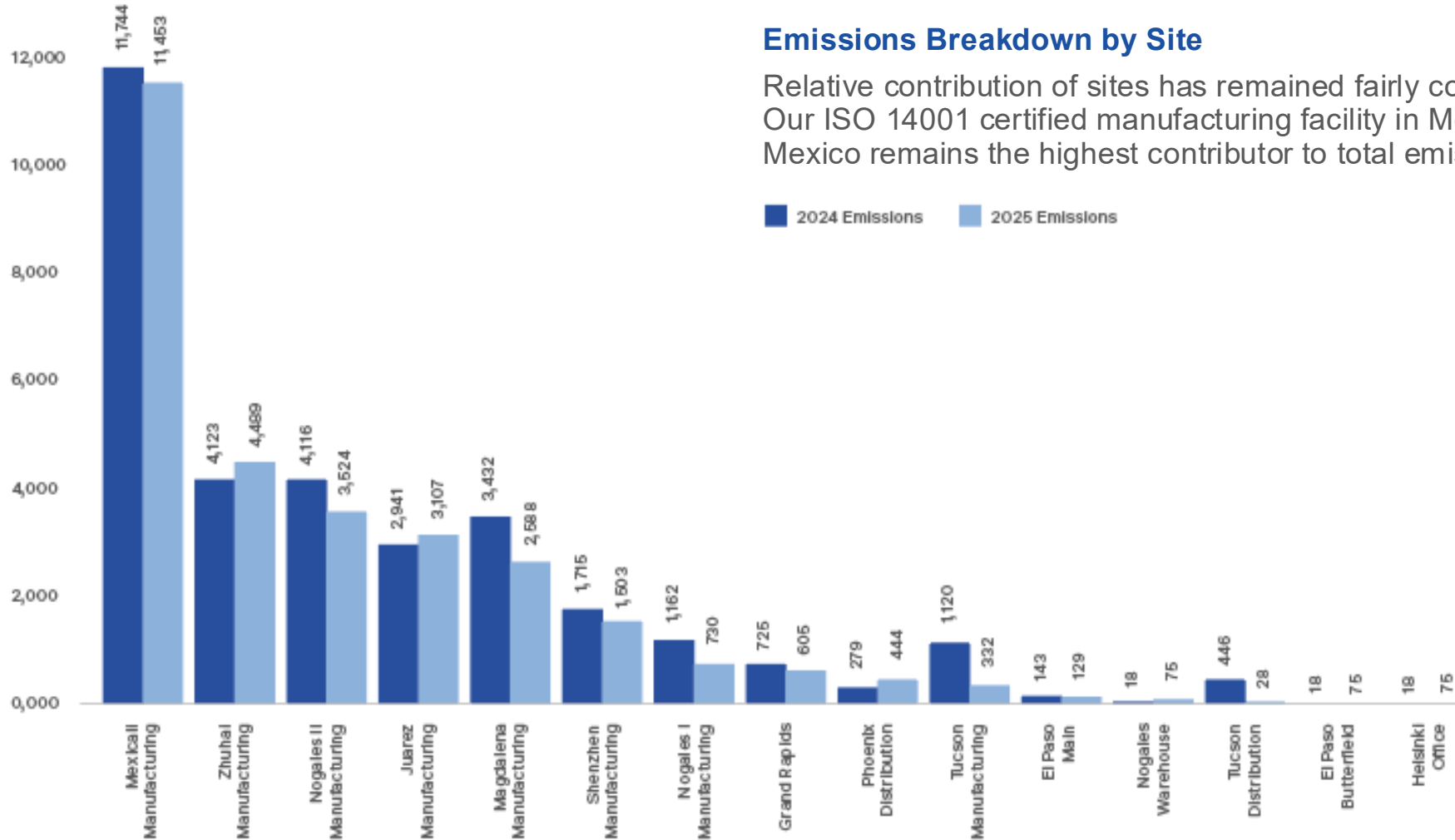
Emissions Cont.

Year-Over-Year Emissions Intensity

AirLife’s emissions intensity (MT CO₂e/sq ft) and total emissions both decreased slightly from 2024 to 2025 as total energy usage decreased more than the decrease in square footage.



Emissions Cont.



Emissions Breakdown by Site

Relative contribution of sites has remained fairly constant. Our ISO 14001 certified manufacturing facility in Mexicali, Mexico remains the highest contributor to total emissions.

■ 2024 Emissions ■ 2025 Emissions



Social

Accountability & Ethics

Anti-Slavery & Human Trafficking Policy

AirLife is committed to conducting business in a manner that respects the human rights and dignity of all. We support efforts to promote and protect human rights and completely oppose slavery and human trafficking. We will not conduct business with any supplier who uses involuntary labor of any kind, and we will operate in accordance with all applicable laws and regulations to keep Modern Slavery and Forced Labor out of our supply chain. Our commitment can be found [here](#).

Safety Through ESG

Our largest plant located in Mexicali embarked on an initiative to protect employee safety and reduce unnecessary energy usage by identifying and remedying air leaks throughout the facility. This successful sustainability and safety initiative reduced Mexicali's overall energy consumption and led to significant cost savings while providing a safer and cleaner workplaces for our employees.

Job Architecture, Alignment Across Plants, Career Ladders, & A Centralized Location For HR Information

2024 company-wide survey feedback indicated that AirLife's employees wanted more visibility on career growth opportunities within their own departments as well as cross-functionally. In 2025, AirLife's Global HR team developed leveled career ladders to provide transparency to AirLife's global corporate teams. In 2026, the team will continue this project by standardizing ladders for our global manufacturing sites.

Codes of Conduct

Employee and Supplier Codes of Conduct. AirLife subjects its Approved Supplier List to an audit schedule to ensure performance to AirLife's Supplier Code of Conduct. The most current versions of these documents are publicly available on our website at myairlife.com/corporate-responsibility.

Accountability & Ethics

The AirLife Ethics & Compliance Hotline

AirLife is committed to building a workplace and global organization with high standards of integrity and business practices internally and with our customers and business partners. Putting this into action includes making AirLife's Ethics & Compliance Hotline available to any employee, customer, or business partner who has concerns regarding our behavior or business practices. If you see, suspect, or have concerns about possible unethical, illegal, or unsafe activity, you can report it 24-hours-a-day, seven days-a-week, confidentially, and if desired, anonymously, via AirLife's Ethics & Compliance Hotline.

Mobile: airlifemobile.ethicspoint.com

Online: airlife.ethicspoint.com

Phone: 833.254.2201 (US Only)

Or in writing to:

General Counsel
2710 Northridge Dr. NW, Suite A
Grand Rapids, MI 49544 USA

Compliance Training

Compliance Training

AirLife continued dedicating time and effort towards enhancing ethics and compliance within the company and with partners. All professional employees completed Harassment, Compliance, and Bias trainings and our Global Trade team reskilled learning updates to Global Trade Compliance through team-wide Global Trade Compliance Trainings.

We had 100% completion rates for the following in 2025:

- Harassment Training
- AirLife Compliance Policies
- Global Trade Compliance
- Checking Your Biases Training

Global Health Events

Mexicali Movember

As part of Movember (Men's Health Awareness) AirLife Mexicali held an awareness campaign to educate staff on prostate health and cancer prevention this week. Staff participated in screenings for early cancer detection and tapped into resources to promote healthy choices. All Mexicali teammates wore blue to support men's health and well-being.

El Paso Flu Shot Clinic

AirLife El Paso hosted their annual Flu Shot Clinic this week to promote health and wellness as the flu season begins. Nearly two dozen employees received shots. For the past three years, Anthony, the pharmacist from the local Walgreens, has administered the flu shots. El Paso gladly welcomes him back every year since his gentle technique leaves folks only feeling the band-aid!

U.S. Wellness Activities

U.S. based AirLife sites hosted a variety of wellness activities last week in conjunction with open enrollment for health benefits. Sites offered seated massage, yoga sessions, dental health resources, recipes, nutrition information, measuring body composition, and more. Even remote staff had opportunities to join presentations.

Zhuhai Badminton

AirLife Zhuhai recently held their 5th Annual Badminton Match. The event has steadily grown with 60 teammates playing this year. Through a random draw, players were divided into six teams to compete for the championship. The atmosphere was tense, yet lively, and everyone thoroughly enjoyed the tournament. Amid the busy work demands, the match was a wonderful way to enjoy recreation and teambuilding.

Nogales Health Week & Breast Cancer Awareness Day

AirLife Nogales I hosted their annual Health Week earlier in October to coincide with Breast Cancer Awareness Day. Throughout the week, blood pressure and diabetes screenings, plus influenza, pneumococcal, measles and rubella vaccines were made available. For Breast Cancer Awareness Day, a presentation was given by the IMSS General Director, Dr. Jaime Gomez, who addressed this sensitive topic with humanity and respect. He reinforced the importance of self-examination and early detection. Staff also heard from a thanatologist who spoke about "How We Can Cope with a Loss," for navigating bereavement and the death of a loved one.

Quality Events

AirLife Continues to Improve Safety at Our Plants and Quality of Our Products

As a core company value, AirLife champions our ESG continuous improvement projects. AirLife bolstered more quality and safety success in 2025, reaching three years without an accident at our Nogales II facility and democratizing quality knowledge by hosting the first annual Quality Week. Our Nogales II facility has reinforced their status as the standard bearer for safety at AirLife. This accomplishment is a result of cross-functional collaboration within the facility between our EHS commission, Safety Observers, Emergency Personnel, and Maintenance Team. On the quality front, AirLife's corporate quality team led interactive Valentine's Day themed activities to inform the corporate office about the value that quality processes add to our products. This meeting was both informative and fun, improving the corporate team's understanding of the many quality processes and championing our Quality Promise.

Global Health Weeks

At our manufacturing plants in Mexico and China, AirLife hosts Health Weeks to promote healthy living to all employees. AirLife teammates receive access to critical healthcare and resources, including vaccines, nutrition consultation, ophthalmologists, psychologists, general medical practitioners, reproductive health, and ergonomic consultation. AirLife understands that physical and mental health are necessary for overall wellbeing, and we are committed to supporting the health of all our teammates.

Global Health Weeks

Celebrating cultural observances and holidays is an important part of who we are at AirLife, and we are committed to building an inclusive workplace that mirrors the communities and customers we serve.

Holidays

- New Years Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Thanksgiving
- Christmas Eve & Christmas Day
- 1 Floating Holiday of choice

To provide a world class customer experience, any potential AirLife requirement that would mandate overtime during scheduled holidays is under evaluation. To offset the loss of an AirLife paid holiday, the following will be offered: Should work be scheduled for Monday, May 25th or Friday, November 27th, nonexempt employees scheduled to work will be paid holiday pay and for hours worked (equivalent to double time). In addition, employees will be allotted one additional floating holiday to be used at their discretion within the calendar year.

AirLife strives to continuously improve its healthcare offerings at our manufacturing sites and physical activity throughout our global organization. We continue to promote preventative healthcare and wellness programs to employees globally through services and events that make affordable healthcare more accessible.

Brenda Wisniewski
Director of EHS & Facilities

Sue Kaupa
Senior Vice President, Human Resources

Global Health Weeks

Cultural Observances

- Epiphany
- Mahayana New Year
- Australia Day
- Martin Luther King Jr. Day
- Black History Month
- Ramadan
- Women's History Month
- International Women's Day
- Employee Appreciation Day
- Saint Patrick's Day
- Celebrate Diversity Month
- World Autism Awareness Day
- Passover
- Easter
- Anzac Day
- Earth Day
- AAPI Heritage Month
- Cinco De Mayo
- Victor Day
- Dragon Boat Festival
- Mother's Day
- Pride Month
- Italy Republic Day
- Whit Sunday & Monday
- Father's Day
- Midsummer
- Disability Pride Month
- Marine Day
- Battle of Boyacá Day
- International Day of World's Indigenous People
- Mountain Day
- Assumption Day
- Hispanic Heritage Month
- Respect for the Aged Day
- Autumn Equinox
- National Day of Truth & Reconciliation
- Yom Kippur
- San Francisco Day
- Mid-Autumn Festival
- World Inclusion Day
- Hispanic Day
- Diwali
- All Saints Day
- Dia De Los Muertos
- Native American Heritage Month
- Culture Day
- Veterans Day/Armistice Day
- Universal Human Rights Month
- Constitution Day
- Immaculate Conception
- Our Lady of Guadalupe Day
- Hanukkah
- Kwanzaa
- Boxing Day
- Saint Stephen's Day

Global Health Weeks

Healthcare Observances

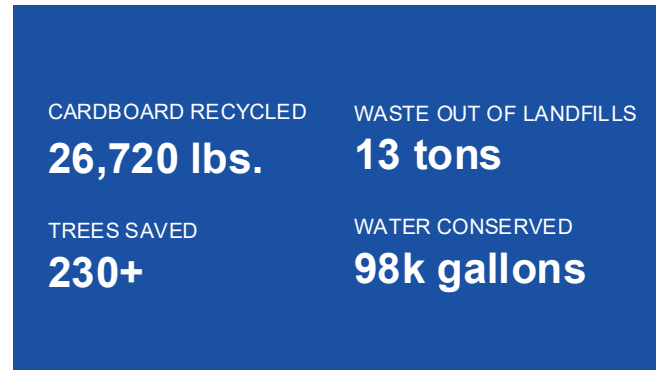
- National CRNA Week
- Ambulatory Care Nurses Week
- PeriAnesthesia Nurse Awareness Week
- Children's Dental Health Month
- National Doctors' Day
- Anesthesia Tech Day
- World Health Day
- Mental Health Awareness Month
- World Asthma Day
- National Hospital Week
- National EMS Week
- Men's Health Month
- National Cancer Survivors Day
- National CNA Week
- National Minority Mental Health Awareness Month
- National Wellness Month
- OSHA Safe & Sound Week
- Be Kind to Humankind Week
- Suicide Prevention Month
- Respiratory Care Week
- Great American Smokeout Day
- HIV/Aids Awareness
- Integrative Health
- SIDS Awareness
- Gift of Sight

Team Sustainability Events



Magdalena

At our Magdalena site, staff received **150 tree seedlings** to plant and care for at home, a wonderful initiative to promote environmental responsibility. Team members' children also joined the celebration by participating in an Earth Day poster contest.



El Paso

In El Paso, the team proudly announced that since October 2024, they've recycled an impressive **26,720 lbs. of cardboard**, keeping over **13 tons of waste** out of landfills, saving **230+ trees**, conserving more than **98,000 gallons of water**, and reducing energy use by **thousands of kWh**.



Grand Rapids

Meanwhile, in Grand Rapids, the team got to work cleaning up a nearby public natural area. During their lunch breaks, they gathered **several bags of trash**, making a noticeable impact on the space.



Governance

AirLife recognizes that sustainability goes beyond our environmental impact. We measure our impact according to the internationally recognized SASB standards and hold ourselves to high performance metrics on all the standards most applicable to our industry.

SASB is a world-renowned nonprofit, committed to inspiring sustainable financial investing through the establishment of clear, industry relevant standards. AirLife measures annually against SASB standards. AirLife considers its ESG maturity by evaluating these SASB criteria: Affordability & Pricing; Product Safety; Ethical Marketing; Product Design Lifecycle Management; Supply Chain Management, Business Ethics, and Employee Hiring and Retention.

In assessing our SASB maturity in 2025, AirLife exceeded all metrics and continued to mature. The projects below are evidence of our dedication to continuously improving our impact on our customers, community, and the places we operate in.

Business Ethics

AirLife's Ethics & Compliance Hotline is available globally to all employees, vendors and customers as a direct connection to our AirLife corporate compliance team. Please visit airlifemobile.ethicspoint.com.

Affordability & Pricing

The AirLife Secure program consolidates our supply chain, minimizes emissions, and provides larger inventories of product for lower prices to our customers. Additionally, our enterprise agreements are tracked and reported throughout various levels of the company.

Supply Chain Management

Through the principle of economies of scale, our efficiency driving supply chain management projects have made a large impact on our sustainability goals. Driving efficiency and consolidating facilities has driven our 9% drop in GHG emissions.

Ethical Marketing

In 2025, AirLife improved the internal visibility of our marketing document audits held in our QMS system, as well as our internal Ethical Marketing Audits.

Product Design Lifecycle Management

AirLife continuously reviews its products and product portfolios for relevance in the marketplace in accordance with lifecycle management practices. Our board-level auditing committee oversees our lifecycle management by monitoring customer and regulatory body audits.

Product Safety

AirLife has a robust post-market surveillance program that tracks devices, complaint trends, deviations, and has an established escalation procedure to align our actions with customer needs. Additionally, our sites were subject to 42 external and internal audits in 2025 to guarantee product safety.

Employee Recruitment & Development

In 2025, AirLife's HR team created and released a Global HR Hub to enhance global accessibility to HR policies and procedures, as well as increase transparency on our career progression model. This transparency enhances accountability to our global processes and leads to an increase in scheduled internal document control audits within the HR function.

Thank You



www.myAirLife.com