

Corporate Governance Policy

Fisher & Paykel Healthcare Corporation Limited

Scope

This is a Global Policy. It applies to all Fisher & Paykel Healthcare business operations and locations.

Our Intention

Our intention is that our corporate governance practices provide the direction and controls which enable us to achieve sustainable, profitable growth and the trust of our customers, shareholders, regulators, suppliers and communities.

The fundamentals which enable us to achieve this are:

- Our corporate governance is overseen by a Board of Directors and management team which is built on trust and collaboration.
- We comply with all legal requirements, cooperating and collaborating with regulatory authorities.
- Company policies are established which describe our intent and the fundamentals by which we operate.
- Procedures are established which describe how company policies are implemented and achieved.
- The implementation of policies and procedures is verified through objective evidence.
- We continuously improve the processes by which we operate.
- When information that should be disclosed is made known to us, we disclose it in a timely and transparent manner.
- We proactively measure, manage and report on the factors that are most material to our business.
- We seek to identify and implement the best solution rather than routinely adopting practices designed for others.

Approved by the Board on 24 November 2021.