



U.K. MODERN SLAVERY ACT STATEMENT

Inspire Medical Systems, Inc.

Fiscal Year Ended December 31, 2025

Inspire Medical Systems, Inc. (“Inspire”) is a medical technology company focused on the development and commercialization of innovative, minimally invasive solutions for patients with obstructive sleep apnea (OSA). Inspire is incorporated in Delaware, USA (and headquartered in Minnesota) and operates globally through its subsidiaries in Germany, France, and Japan.

This Modern Slavery Act Statement (this “Statement”) of Inspire for the year ended December 31, 2025, is made in accordance with the United Kingdom Modern Slavery Act 2015 (the “Act”) and on behalf of Inspire and its subsidiaries. The Act requires us to set forth the steps we have taken to ensure modern slavery, as such term is defined in the Act, is not taking place in our business or supply chains.

Supplier Code of Conduct and Risk Assessment: Our Supplier Code of Conduct sets clear expectations for ethics, integrity, and regulatory compliance across our supply chain. All contract manufacturers are expected to abide by the Supplier Code of Conduct (“Supplier Code”) which prohibits our suppliers from the use of child labor or any form of forced or compulsory labor, including modern slavery and human trafficking. The Supplier code also addresses other key standards including anti-corruption, labor and employment practices, workplace health and safety, and environmental responsibility. It also defines the procedures for auditing compliance and enforcing accountability for violations and provides mechanisms for suppliers, their employees, and other representatives to report known or suspected breaches.

Our tier one product suppliers are based in the United States and we then distribute our products globally. We conduct an annual risk assessment of these suppliers as it relates to modern slavery.

- The risk level is determined using the scale according to the global slavery index. <https://www.globalsslaveryindex.org>
- This is cross referenced with the list of goods from the US department of Labor that have been identified to be at higher risk of being produced by child or forced labor. <https://www.dol.gov/agencies/ilab/reports/child-labor/list-of-goods>
- The sector is checked against the high risk industries as identified in the UK GOV PPN009 Guidance

Our tier one suppliers are assessed as low risk for modern slavery as of the date of this Statement. The tier one supplier base is concentrated in the United States and they are all classified as manufacturing and electronics, which are categorised as heightened risk by sector classification. However, the United States has low prevalence and vulnerability markers. Overall, the current risk assessment as of the date of this Statement indicates a low-risk supplier profile, providing a clear baseline for proportionate ongoing monitoring and assurance.

Code of Conduct, Human Rights Policy and Risk Management

Related Policies

Inspire is committed to conducting business in accordance with the highest ethical standards and applicable laws. We maintain, and all of our employees are expected to adhere to, our Code of Business Conduct and Ethics (“Code of Conduct”), which serves as the foundation of our company’s culture. All Inspire employees must complete training on our Code of Conduct and certify that they understand and will comply with the expectations contained in our Code of Conduct on an annual basis.

Additionally, Inspire employees are expected to comply with our Human Rights Policy, which reflects our commitment to respecting human rights wherever we operate. Under the policy, the use of child labor or any form of forced or compulsory labor, including modern slavery and human trafficking, in any aspect of our business and operations is strictly prohibited.

Key Performance Indicators

As part of our risk management program, we have and will continue to develop, appropriate key performance indicators (KPIs) to measure how effective our actions are to identify and address modern slavery practices in any part of our operations and supply chains. Below are the key performance areas that we assess:

- Governance & due diligence
- Procurement & supply chain
- HR practices, training & education

Against each of these focus areas we have developed KPIs that are used to assess the effectiveness of our actions. These include:

- The number of modern slavery cases identified and remediated
- Update of the Modern Slavery Statement and completion of the MSAT yearly
- Annual modern slavery risk assessment of suppliers conducted
- Completion rates for modern slavery awareness training

Over subsequent reporting periods, we will continue to review and enhance these KPIs and work to develop further metrics to assess the effectiveness of our actions, in line with continuous improvement philosophy.

Reporting:

If a case of Modern Slavery is suspected, then the following is advised.

- Employees should take their suspicions to their line manager.
- A suspected victim of modern slavery is not to be confronted directly as this may endanger them.
- If there is an immediate risk to life, then call the local emergency number (e.g. 911 in the US, 112 in Europe, 999 in the UK), then contact the national helpline or report it online.

Country	Helpline	Phone	On-line
EU	Anti-trafficking hotline	See https://help.unhcr.org/hungary/wp-content/uploads/sites/86/2022/04/trafficking-hotlines.pdf	
UK	Modern Slavery Helpline	08000 232 700	https://www.modernslaveryhelpline.org/report
US	National Human Trafficking Hotline	1-888-373-7888	https://humantraffickinghotline.org/en/report-trafficking

We also maintain an Ethics Hotline by telephone or Internet, which is available 24/7 for employees, suppliers and their representatives to access at 1-844-858-5771, or on the Internet at inspiresleep.ethicspoint.com.

Steps Following Concern Around Modern Slavery With Any Suppliers

If there are concerns around modern slavery with any of our suppliers, we will first look to work with them to address the situation through an improvement action plan and more rigorous auditing of the organisation.

If the response from any of our suppliers is inadequate and appropriate measures are not put in place to address coercion, threat, abuse, and exploitation of workers, then we would look to give that supplier more support and guidance to tackle the issue. This could include working with at-risk suppliers to provide training, messages or other guidance to implement anti-slavery policies.

If modern slavery is identified or suspected, and resolution is not possible with the supplier, then we may engage with local Non-Governmental Organisations, industry bodies, trade unions or other support organisations to attempt to remedy the situation. If warranted, we may contact local government and law enforcement bodies. Our approach will consider the safest outcome for the potential victims while also remembering the economic influence and control which the organisation holds over those who may be committing these crimes.

Any employee who breaches this our policies related to this Statement may face disciplinary action, which could result in dismissal for misconduct or gross misconduct. In addition, any suppliers, individuals or organisations working with us, or on our behalf who breach our policies related to this Statement may have their relationship or contract with us terminated.

This Statement has been approved by the Board of Directors of Inspire Medical Systems, Inc.

A handwritten signature in blue ink, appearing to read 'Timothy P. Herbert', written in a cursive style.

Timothy P. Herbert
Chairman, President & Chief Executive Officer
Inspire Medical Systems, Inc.
April 30, 2026