

Inspiring Innovation, Integrity & Impact

2024
SUSTAINABILITY
REPORT

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About This Report

This report highlights our commitment to sustainability and provides information on our sustainability programs, policies, oversight, governance and performance as of May 8, 2025, the date of publication. Unless otherwise specifically stated, this report covers Inspire Medical Systems, Inc.’s performance in the fiscal year ended December 31, 2024. This report was prepared using the Task Force on Climate-related Financial Disclosure (TCFD) and Sustainability Accounting Standards Board (SASB) frameworks.

Disclaimer and Forward-Looking Sections

All statements other than statements of historical facts included in this report that address activities, events or developments that we expect, believe or anticipate will or may occur in the future are forward-looking statements. Although we believe that we have a reasonable basis for the forward-looking statements contained herein, we caution you that they are based on current business aspirations and expectations about future events affecting us and are subject to risks, uncertainties and factors relating to our operations and business environment, all of which are difficult to predict and many of which are beyond our control, that may cause our actual results to differ materially from those expressed or implied by forward-looking statements in this report. These risks, uncertainties and factors related to Inspire and our business are described in detail under the caption “Risk Factors” and elsewhere in our Annual Report on Form 10-K for the year ended December 31, 2024, which was filed with the Securities and Exchange Commission on February 10, 2025. Our filings with the Securities and Exchange Commission are available in the Investor Section of our website at www.inspiresleep.com or at www.sec.gov. In addition, information about the risks and benefits of our products is available on our website at www.inspiresleep.com. Readers are cautioned not to place undue reliance on any estimate, aspirational targets or forward-looking statement contained herein, which speak only as of the date made. We do not undertake any obligation to update, amend or clarify the statements set forth herein, whether as a result of new information, future events or otherwise, except as may be required under applicable securities law. In addition, historical, current and forward-looking sustainability-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve and assumptions that are subject to change in the future. Additionally, the sustainability data, statistics and measures included herein, unless otherwise specifically indicated, are non-audited estimates, were not presented in accordance with U.S. generally accepted accounting principles, have been obtained from or prepared by third parties, have not been externally assured and may be based on assumptions believed to be reasonable at the time of preparation, but should not be considered guarantees. As our systems and sources of information evolve and improve, data presented in this report may be retrospectively adjusted in future reports. Our sustainability reporting may also use certain terms, including those that SASB and other reporting frameworks refer to as “material” topics, to reflect the issues of importance to us and our stakeholders. However, the information included in, and any issues identified as material for purposes of, this document may not be considered material for SEC reporting purposes. In the context of this disclosure, the term “material” is distinct from, and should not be confused with, such term as defined for SEC reporting purposes.

A Message from our CEO

At Inspire, our mission is to enhance our patients’ lives through innovative, minimally invasive sleep solutions while exemplifying our core values each day. We remain steadfast in our dedication to prioritize impactful patient outcomes, act with integrity and lead with respect. At Inspire, these values are the principles that drive our decisions and propel us forward each day.

We are pleased to present our 2024 Sustainability Report. Our team’s efforts in 2024 focused on laying the groundwork for our sustainability program to drive long-term stakeholder value, while making a positive impact that extends beyond our operations.

This year, we conducted our first ever materiality assessment, helping us better understand the sustainability topics most important to our business through input from our patients, customers, employees, investors and other key stakeholders. We identified four areas to focus our sustainability program and efforts moving forward: Patient Outcomes, Sustainable Product Innovation and Design, Employee Empowerment and Investment and Business Ethics and Compliance. To drive progress on sustainability that is directly connected to our business priorities, we set nine goals in these four focus areas, which we are excited to announce in this report. We are thrilled to share our progress in strengthening the foundation of our sustainability program.

In parallel with this foundational work, we also advanced the sustainability of our business practices for our patients, our people, our communities and our environment. A few key achievements from the past year include:

- **Our Patients:** We continued to prioritize innovation in our products to best serve our patients and received FDA approval of our new Inspire V neurostimulation system in 2024. We surpassed 90,000 patients receiving Inspire therapy and exceeded 350 peer-reviewed publications.
- **Our People:** We strengthened the leadership and direction of our human resources organization, appointing a new Chief People Officer, and enhanced our professional development offerings, including expanding our “Emerging Leaders” development program across our whole organization.
- **Our Communities:** We continued to grow InspireGives, our community outreach program launched in 2023, including adding a Community Engagement Committee comprised of employee volunteers who coordinate employee volunteer opportunities.
- **Our Environment:** Through this report, we are releasing our first Scope 1-3 GHG inventory, which has deepened our understanding of our environmental impact and climate footprint.

We believe 2024 was an immensely successful year for sustainability at Inspire and we look forward to continuing to build upon the strong momentum that we’ve created in 2025 and beyond.

We thank our stakeholders for your ongoing support of Inspire.



Timothy P. Herbert
Chair, President and Chief Executive Officer



About Inspire

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”). Our proprietary Inspire system is the first and only FDA, EU MDR and PDMA-approved neurostimulation technology of its kind that provides a safe and effective treatment for patients with moderate to severe OSA.

As of December 31, 2024, we employed 1,246 people globally, with approximately 94% based in the United States. Our U.S. workforce includes a remote sales team working across the country. Internationally, we have employees located in Japan and Europe, including in Germany, France, Austria, Switzerland, the Netherlands, the United Kingdom, Belgium and the Czech Republic.

2024 Business Highlights

Surpassed **90,000 patients** receiving Inspire therapy

Obtained U.S. FDA approval of the **Inspire V neurostimulation system**

Received European Medical Device Regulation approval of the Inspire IV therapy and full-body MRI compatibility

Exceeded **350 peer-reviewed publications**

Generated revenue of \$802.8 million for full year 2024, **a 28% increase over full year 2023**

Achieved net income of \$53.5 million and diluted net income per share of \$1.75 for full year 2024, **our first full year of profitability**





The Inspire Way

Our Mission

Inspire Medical Systems is committed to enhancing patients' lives through sleep innovation. We are steadfast in our commitment to prioritize patient outcomes, act with integrity and lead with respect. With positive persistence at our core, we are committed to all those we serve.

Core Values

Our core values guide our business decisions as well as our integrated approach to sustainability. By aligning our sustainability efforts with our broader business strategy and objectives, we help ensure that our sustainability initiatives contribute not only to the wellbeing of our patients, our people and the planet, but also to the long-term health and resilience of our company. We believe this integrated approach fosters innovation, drives efficiency and reinforces our commitment to driving long-term stakeholder value while making a positive impact on society.

Focused on Outcomes

We put our patients first. We create positive experiences for patients and physicians by driving successful outcomes.

Leading with Respect

We lift every voice. We value differing viewpoints by actively listening, candidly communicating, and thoughtfully delivering constructive feedback.

Fueled by Innovation

We champion the possible. We relentlessly create ways, both big and small, to improve the lives of our patients and reduce complexity for our customers.

Grounded in Integrity

We do the right thing. We have an unmatched accountability to each other, our partners, and the patients we serve.

Committed to Compliance

We understand compliance is not a choice. We embrace the rules and leverage them as the foundation in everything we do.

Positively Persistent

We can. We are confident about today and tomorrow and are never complacent in our quest to build an enduring company.

Our Approach to Sustainability

Our mission and core values are the foundation of Inspire’s sustainability approach, distilled through how we strive to positively impact the lives of patients, our employees and our planet. We aim to understand the impacts of our products and operations as well as potential non-financial, long-term risks and opportunities for our business, and to tailor our approach to sustainability accordingly.



Our Patients

Our patients are at the core of everything we do. Our approach to sustainability is centered on an unwavering commitment to provide safe, effective, reliable and accessible treatments for OSA. We aim to make our products more sustainable with a high regard for patient outcomes and safety by applying a rigorous quality management system to our product design, commercialization and distribution processes.



Our People

We recognize that our people are critical to our success, and the strength of our organizational culture is one of our core strategic pillars. We prioritize attracting, engaging and retaining top talent to deliver the highest quality outcomes for the patients we serve. The strength of our organizational culture also depends on continuing to foster a place where all of our employees feel valued, respected and empowered.



Our Communities

We seek to extend our impact as a business to not just improve the quality of life of individuals with OSA, but to also enrich the communities in which we live and work. In 2024, we continued to advance our community and corporate giving efforts through InspireGives, organizing charitable donations and volunteer efforts that align with our mission and values.



The Environment

As part of our commitment to operational excellence and regulatory preparedness, we aim to better understand the environmental impact of our business through increased measurement and data analysis. We strive to identify, manage and disclose our climate-related risks and opportunities in line with the jurisdictions in which we operate and with the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations, including a climate risk assessment and scenario analysis that is in progress and that we expect to complete in 2025.

Sustainability Oversight

Inspire’s Board of Directors (the “Board”) and leadership team recognize the impact of our business on the patients and customers we serve, our employees who serve them, the communities in which we operate and the environment. The Board is responsible for overseeing and managing relevant sustainability risks, including supply chain, product quality and safety, data privacy and climate-related risks, among others.

The Board committees, of which their specific responsibilities are outlined in the respective committee charters, receive updates on our sustainability program on at least an annual basis.

Recently, we created a Sustainability Council to establish more robust coordination of our sustainability program, activities and reporting. The Council’s executive sponsor is our SVP, General Counsel, and is comprised of a cross-functional group of leaders and subject matter experts from across our organization.



Materiality Assessment

In 2024, we worked with a third-party to conduct a materiality assessment to establish a deeper understanding of the sustainability topics that our key stakeholders identify as most important to our business and to help guide our sustainability program and strategy.

Based on the results of our materiality assessment, we have identified four focus areas that we believe are the most important sustainability topics to our business and that will guide the core of our sustainability efforts moving forward:

- Patient Outcomes
- Sustainable Product Innovation and Design
- Employee Empowerment and Investment
- Business Ethics and Compliance

Our materiality assessment involved a thorough process, primarily consisting of the following steps:



Topic Identification

First, we identified a list of 22 preliminary sustainability topics potentially relevant to our business, and identified these topics through peer and industry benchmarking, cross-referenced against industry frameworks and standards.



Stakeholder Engagement

We narrowed our list of preliminary sustainability topics with informed data collection through surveys and interviews with our key stakeholders. Our stakeholder engagement included input from our Board of Directors, executive officers, senior leaders and other key employees, customers, patients, investors, and suppliers.



Inputs, Analysis and Results Screening

Based on the compiled data of our stakeholder surveys and interviews, we scored and identified the relative importance of sustainability topics to our stakeholders.

Sustainability Goals

At the end of 2024, following the completion of our first materiality assessment and after setting our four sustainability focus areas, we engaged a cross-functional team to set our first annual sustainability goals in the focus areas. Going forward, our Sustainability Council will review our progress against these goals on a regular basis and reassess and set new or revised goals on an annual basis. Reflected on this page is our Goals Dashboard that conveys key results and updates for our goals.

Key Results Status Indicator

-  In Progress
-  Achieved

Goals	Key Results and Updates
Patient Outcomes	
Increase representation across patient populations in U.S. clinical trials	 Currently addressing access by aligning patient informed consent materials and clinical study processes with FDA guidance that addresses enrollment of participants in clinical trials across patient populations
Expand access to Inspire’s therapy across patient populations	 Working towards a patient experience with greater accessibility to Spanish speakers, including increasing the availability of our Spanish print and video patient materials
Sustainable Product Innovation and Design	
Identify and apply sustainability best practices to Inspire’s research and development and clinical research activities	 Adopted an Animal Testing Policy in April 2025 (see page 15 of this report)
Identify and apply sustainability best practices to Inspire’s new product development processes	 Planning to identify and integrate sustainable design principles into our new product development processes
Employee Empowerment and Investment	
Enhance support of our employees experiencing a crisis due to a natural disaster	 Developing an employee disaster relief program
Cultivate an environment where everyone is valued, respected, and empowered	 Strengthening support for Inspire’s inclusion and belonging program and activities available to all employees
Support employee growth and readiness through impactful talent development	 Working to roll out enhanced leadership development programs for managers
Business Ethics and Compliance	
Establish clear guidelines regarding ethical and compliant business practices for Inspire’s supply chain partners	 Adopted a Supplier Code of Conduct in April 2025 (see page 30 of this report)
Enhance business and ethics employee training and awareness	 Enhanced annual Code of Conduct and healthcare compliance training in February 2025 for all employees (see page 28 of this report)

OUR PATIENTS

At Inspire, our number one priority is to improve the lives of our patients. We monitor our patient outcomes on a continuous basis through patient satisfaction data and analysis, help to ensure quality and safety through our Quality Management System (QMS) and work to enhance the sustainability and design of our products through innovation.

Our Product

Inspire therapy is an innovative and proven solution for patients with OSA through neurostimulation technology. We have developed a novel, closed-loop solution that continuously monitors a patient's breathing and delivers mild hypoglossal nerve stimulation to maintain an open airway. With our product comes an integrated digital health platform enhancing patient and symptom management. With Inspire therapy's technology and approach, we improve the quality of sleep and comfort, as well as the lives of our patients.



Patient Outcomes

As of 2024, more than 90,000 patients have received Inspire therapy, and we are committed to increasing that number while also expanding access to our therapy to a broad patient population.

Two of our 2025 sustainability goals are intended to help expand the reach of our therapy:

Goal: Increase representation across patient populations in U.S. clinical trials

Goal: Expand access to Inspire’s therapy across patient populations

SEE GOAL DASHBOARD FOR PROGRESS UPDATE



Patient Stories



Patient Auden

In Collaboration with
LuMind IDSC Down
Syndrome Foundation’

We value the success of our Inspire therapy and the significant impact our therapy can have on people’s lives. In March of 2023, the FDA approved Inspire therapy for children with Down syndrome and significant sleep apnea who are 13 years and older. The FDA approval was carried out in collaboration with LuMind IDSC Down Syndrome Foundation and Dr. Christopher Hartnick, who conducted the trials. Auden was one of these patients and was approved to participate in the trials in 2020. She received implantation of the device in the spring of 2021. Her parents noticed an immediate change after activation, with her sleep pattern drastically improving she “started to get her personality back,” her family said. Auden’s father, Josh, who also struggled with severe OSA, qualified for Inspire and was implanted just six months after Auden. Spreading news about the impact of Inspire therapy, particularly on children with Down syndrome, is now one of Josh’s goals as the board chair for the Down syndrome Association of Atlanta.



Patient O’Neil

With the help of Inspire therapy, patient O’Neil can now successfully run a nonprofit, which requires travel around the world including to Africa, South America and Asia. O’Neil previously suffered from severe OSA and his sleep worsened for over a decade despite using CPAP. Everything changed in 2021 after he began Inspire therapy. Not only did his quality of sleep improve, but his newfound energy allowed him to be more involved with his wife’s nonprofit organization – a rewarding, “life-changing” opportunity. “It was a night and day difference,” O’Neil said.

Patient Experience

Since 2021, Inspire has issued a [Patient Experience Report](#), which is updated annually, and summarizes the post-market surveillance system that we use to collect and analyze experiences about our products, patient satisfaction data, quality of life and compliance data and surgical revision and device explant data.

Through our clinical studies and patient registries, we measure patient satisfaction, which includes patient responses to questions about their satisfaction with Inspire therapy, quality of life metrics such as the Epworth Sleepiness Scale and therapy compliance data. We believe patient satisfaction is an important measure of success. We have established a global real-world patient registry (“ADHERE”), which asks patients to answer four questions about their satisfaction with Inspire.

How does Inspire therapy compare against your previous experience with CPAP?

92%¹ Say Inspire therapy is better

I would recommend Inspire therapy to a friend or family member.

93%¹ Agree or strongly agree

Given the chance, I would choose to receive Inspire therapy again.

92%¹ Agree or strongly agree

Overall, how satisfied are you with Inspire therapy?

90%¹ Satisfied or very satisfied

¹ Data on File

Clinical Trials

At Inspire, we conduct and support clinical trials and research to help pave the way for responsible, innovative solutions, broaden patient and market access and support post-market surveillance of our products.

Our clinical device trials prioritize safety and effectiveness, with a focus on minimizing patient burden. All of our clinical trials are designed to comply with relevant regulations and guidelines, including FDA and European Medical Device Regulations, ISO 14155: 2020 and Good Clinical Practice.

We encourage broad participation in our clinical trials as we further expand the accessibility of our products. Inspire is conducting multiple global clinical study initiatives resulting in patients from over 10 different countries being included in studies in 2025. Additionally, Inspire has invested in multiple trials specific to the pediatric Down syndrome population due to the need for an alternative therapy in this population.

In addition to the results collected from our clinical trials, we capture and report real-world outcomes through our Inspire ADHERE Registry. We also fund an Investigator-Initiated Research program which provides grants to physicians who are interested in performing their own research on our products.

More information related to safety and effectiveness from our clinical studies is included in our Patient Experience Report.



Product Safety & Quality

At Inspire, we take a rigorous approach to product quality and safety. Our approach to product quality is founded on three main principles:



Relentlessly pursue safe, effective and reliable treatment of OSA.



Strive to consistently improve the quality of life of our patients and exceed customer expectations.



Maintain rigorous processes that ensure compliance with applicable global laws and requirements.

Quality Management System

Our Quality Management System (QMS) is designed to help ensure compliance with applicable standards and regulations and to implement continuous improvement of our products throughout their lifecycle. We aim to establish and maintain our related QMS procedures, processes and documentation to meet and exceed customer expectations.

Continuous monitoring of product performance and safety in the field is a fundamental part of our product risk management and development to help ensure safe and effective products. Additionally, our QMS requirements include reporting and communication with regulators to monitor and help support the safety and effectiveness of our products. Our QMS meets international regulatory requirements and standards by maintaining an International Organization for Standardization (ISO) 13485 certification for medical device companies.

The effectiveness of our QMS is evaluated and improved through internal and external audits, analysis of data, quality inspection and post-market product surveillance. Senior management receives updates on routine quality checks and assessments in quarterly meetings and more often, as needed. Our executive team works to ensure that assessments and results meet overall objective as well as regulatory requirements, and that risks are appropriately mitigated.

Employee Training

Currently, all employees are trained on our QMS and associated product safety measures upon hire. We also conduct employee product safety and compliance training addressing product reporting requirements on an annual basis. In 2024, we conducted in-depth employee training on corrective and preventative actions (CAPAs). We plan to continue to expand our employee training offering on product safety and compliance topics to increase awareness for all employees in the future.

Product Recalls

At Inspire, we are committed to monitoring our product safety performance, complaint investigations and corrective actions. In 2024, we had two product recalls, both of which were voluntary. In May 2024, we issued a Class I recall on 24 units of our Inspire IV Model 3028 implantable pulse generator. In July 2024, we issued a Class II recall for 457 units of our Model 4063 stimulation lead and 152 units of our Model 4340 respiratory sensing leads. The Class II recall involved a potential labeling error and did not involve patient safety or device performance concerns. Prior to 2024, Inspire had not had a product recall since 2018.



Sustainable Product Innovation and Design

We prioritize investments in our research and development capabilities to innovate and design new technology that enhances the experience of our patients.

We seek to develop principles of responsibility and sustainability throughout our product design and innovation process.

Goal: Identify and apply sustainability best practices to Inspire’s new product development processes

[SEE GOAL DASHBOARD FOR PROGRESS UPDATE](#)



Goal: Identify and apply sustainability best practices to Inspire’s research and development and clinical research activities

[SEE ANIMAL TESTING POLICY FOR ACHIEVEMENT UPDATE](#)



Animal Welfare in Research

International standards and our regulators generally require animal testing prior to human clinical trials or regulatory approvals of our products. Inspire partners with external test labs to meet these requirements, and these labs are certified by required regulatory authorities.

In 2025, we also adopted an [Animal Testing Policy](#), which reflects our commitment to the responsible use of animals when conducting our research and clinical trials, while demonstrating and ensuring the safety and efficacy of our products. Our policy is aligned with the 3R’s principles for use of animals in research and development of replacement, reduction and refinement. For more information, you can find our Animal Testing Policy [here](#).

Ethylene Oxide and Product Sterilization:

Ethylene oxide (EtO) is a common and highly effective sterilant used in the medical device industry for patient safety, and EtO is used in the sterilization process for our devices. However, because EtO is considered hazardous and an air pollutant, the medical device industry is considering ways to reduce the use of EtO where feasible. Although we have also used EtO in compliance with applicable regulations, in 2024 we converted to a “low EtO” sterilization process for our Model 4063 stimulation lead and Model 4340 respiratory sensing lead. Moving forward, we plan to utilize a “low EtO” sterilization process for our Inspire V implantable pulse generator.

At Inspire, we utilize e-labeling instead of paper labeling where allowed by local regulatory requirements to help decrease our environmental footprint. All product manuals can be found on our website with guidance and instructions.

Our product design aligns to international standards and the requirements of the jurisdictions in which we operate. Inspire’s external products adhere to the European Union’s Restriction of Hazardous Substances Directive, which restricts the use of certain substances in electrical and electronic components, in order to manage environmental considerations associated with our products.

Inspire V

In 2024, we received FDA approval for our new Inspire V neurostimulation system, which includes our next generation neurostimulator and the associated Bluetooth® patient remote and physician programmer. We expect Inspire V will reduce implant time, improve therapy performance, result in fewer revisions and lay the groundwork for future innovation. The Inspire V IPG includes new technology that uses less material by removing the pressure sensing lead that is present in prior generation devices and uses approximately 34% less packaging than the Inspire IV IPG. We are also transitioning our patient management platform, SleepSync™, from an Inspire-provided tablet to a downloadable software that can be used on customer-owned hardware. This offers the potential for our therapy to have a further reduced carbon footprint by reducing the need to provide our customers with a single-use tablet for patient management and therapy adjustment. Inspire V and its FDA approval marks a key milestone for our innovation strategy and the future of Inspire therapy.

OUR PEOPLE

At Inspire, we pride ourselves on our innovative culture and believe the strength of our organizational culture is one of the critical drivers of our success. We seek to maintain a work environment where everyone feels valued, respected and empowered through generous compensation and benefits, open communication, a focus on employee health, wellbeing and engagement and robust development programs.



Human Capital Management

In 2024, we continued to advance our approach to talent management, employee engagement, recruitment and organizational culture. We enhanced the leadership structure of our human resources organization, deepened and expanded our talent pipelines and further built out our professional development opportunities.

Oversight

We are committed to having strong oversight of human capital management. The Organization and Compensation Committee of our Board oversees our broader talent and human capital management strategies and programs, as well as our compensation policies and plans and benefits programs.

In 2024, we took a significant step forward in enhancing the oversight and direction of our people strategy by adding a Chief People Officer. The role was intentionally developed at this stage in our growth to enhance our focus on our talent strategy and the employee experience.

Talent Acquisition

To support our strategic growth objectives, we focus on hiring exceptional talent. Each year we formally review the organization’s talent, recruitment and pipeline needs to develop an annual hiring plan. Last year, we added quarterly reviews with search leaders to evaluate and adjust the plan as needed to ensure flexibility in supporting our growth initiatives.

To source qualified candidates for open positions, we use a variety of strategies. In 2024, we worked to formalize our referral program and plan to roll out an enhanced program in 2025. We also have a dedicated internship program and partnerships with universities to attract new talent.

We follow a defined interview process for open positions, whether the candidate is internal or external. We provide internal, dedicated training to employees on interview best practices to ensure a structured and consistent process is applied across functions and roles.

Talent Management

We aim to have a results-driven and people-centric culture, which is why we promote continuous, open feedback and coaching among our teams. With a focus on continuous coaching, people leaders are provided training and tools to discuss job performance and goals frequently and informally.



Our Internship Programs

Inspire maintains a robust summer internship program, working with 31 interns in 2024 across a variety of functions. This program allows us to support the interns’ professional development and enhance Inspire’s reputation as an employer of choice, with many of our interns staying on with us in a part-time capacity as they complete their degrees or later pursuing a full-time position with us.

University Partnerships

We continue to deepen our relationships with a number of universities to enhance our talent pipelines. We are particularly proud of our partnership with the University of Minnesota, which supports a robust entry-level talent pipeline with a focus on our R&D function. This past year we also extended our partnership to the University’s Carlson School of Management to source MBA candidates for both internships and full-time positions.

Employee Empowerment and Investment

We continue to build upon our employee engagement program with a focus on professional development opportunities, a culture of inclusivity and a robust suite of benefits to support employee health and wellbeing.

Goal: Support employee growth and readiness through impactful talent development

Goal: Cultivate an environment where everyone is valued, respected, and empowered

SEE GOAL DASHBOARD FOR PROGRESS UPDATE



Career Advancement

Our career advancement initiatives aim to ensure we provide our employees the tools, frameworks and support they need to develop into the organization’s next generation of leaders.

- **Job Shadowing:** A job shadow opportunity is available to all employees who are interested in scheduling a portion of their work day to explore a different job role at Inspire. Meeting with employees in another job role and observing part of their workday are key parts of this self-driven initiative.
- **LinkedIn Learning:** We provide all employees with access to LinkedIn Learning. This tool gives each employee the opportunity to explore topics of interest in their professional and personal growth. It also gives employees access to the LinkedIn Learning built-in career journey function.
- **Tuition Reimbursement:** Inspire offers up to \$10,000 per year to full-time employees for tuition and related expenses, supporting employees with ongoing education.

Learning and Development

Our approach to learning and development initiatives provides our employees a multitude of opportunities to incorporate ongoing development into their roles. In 2024, we continued to invest in technology and systems to enhance our Learning Management System (LMS) and channels for self-directed learning, which includes the following:

- **Employee Onboarding and Development:** Includes programs and courses covering a variety of topics, including training on the regulations and standards relevant to our business, IT learning and career development tools.
- **Leadership Development:**
 - **Boss to Coach Program:** All newly hired and newly promoted managers are enrolled in our leadership coaching training program. In this two-day session, new managers learn how to incorporate a strengths-based, engagement-focused and performance-oriented coaching approach to management of their direct reports.
 - **Manager Effectiveness Series:** This program provides new leaders detailed insight into managing teams and individuals. Topics include managing employee relations and interviewing and hiring top talent.
 - **Emerging Leaders:** In 2023 we introduced our “Emerging Leaders” development program focused on training employees on foundational leadership skills prior to promotion, rolling out a pilot to our sales organization. The program was a strong success, and in 2024 we expanded the initiative to the entire organization. Throughout 2023 and 2024, 48 employees participated in the program across three sessions.

We also support our employees with specific certifications and recertifications relevant for their roles, including FOA certifications, Scrum and SAFe certifications, Certified Agile Regulatory Specialist and ITIL. Specific development and training opportunities are also provided at the team level with dedicated trainings on Human-Centered Design, intra-team dynamics and navigating team complexities and changes.

95%

2024 completion rate of our Boss to Coach Program for Inspire managers

46%

Of participants in the Emerging Leaders program have been promoted to a leadership or more senior role since participating

31,483

Total hours of employee training provided

Employee Engagement

Our employees are critical stakeholders and understanding their perspectives is vital to our success. To help ensure we are proactively addressing employee inclusion and engagement, we launched semiannual employee engagement surveys in 2023, continuing this practice with two full company surveys in 2024. Moving forward, we plan to focus our engagement survey efforts on an annual engagement survey. Survey results are compiled, shared with leadership and used to inform our human capital initiatives to support our organizational culture objectives.

In 2024 we continued to see high participation rates and strong results for employee engagement above the national average and above our 2023 scores. Key focus areas that emerged from employee feedback included resources for first- and mid-level managers and initiatives focused on longer-tenured employees. These focus areas have informed our planning for upcoming initiatives, including our continued focus on leadership development training.

Inclusion & Belonging

We believe that building a workforce with a wide variety of skills, backgrounds and experiences make Inspire more resilient and better enables us to serve our patients. Creating a culture where everyone feels valued, empowered and respected is key to helping our employees to reach their professional best every day.

Our talent acquisition strategies include a focus on ensuring we reach a broad base of candidates within our talent pipelines and candidate pools. In 2024, we participated in several networking events to attract new talent such as at the University of Minnesota Corporate Reception and the Carlson MBA Healthcare Industry Spotlight. Inspire employees also attended the National Sales Network Conference in 2024, taking part in the career fair as well as the professional development sessions.

We are committed to ensuring equal access to opportunities for all candidates and employees. In 2024, we conducted a pay equity analysis to provide insight on opportunities to improve pay equity practices across our operations and business divisions. We also conducted an inclusive talent management audit to further standardize and streamline our overall inclusion and belonging strategy across Human Resources processes, which aims to help all employees be successful at Inspire.

Employee Spotlight



Many employees across Inspire contribute to our sustainability efforts each day. However, we are spotlighting in this year’s report two of our team members who go above and beyond to advance our commitment to further the sustainability of our business for our patients, our people, our communities and our environment. Ezgi Yagci, our Vice President of Investor Relations, and Alison Hurley, Principal Talent Acquisition Specialist, each with Inspire since 2022, co-lead InspireGives, our community outreach program. Through their tireless efforts, they have built an enduring program that supports the charitable giving and volunteer efforts of our employees, strengthens our organizational culture and enriches the communities in which we operate. We honor Ezgi’s and Alison’s positive impact through their commitment to building and growing InspireGives and sustainability at Inspire.

92%

Participation in 2024 engagement surveys

12:1

Ratio of engaged to unengaged employees (compared to a Gallup average of 4:1)

4.25/5

Employee satisfaction level rating

6.7%

Voluntary turnover rate

Health and Wellness

At Inspire, we believe in supporting the whole person through a competitive, comprehensive benefits package that supports our employees’ physical, mental and financial well-being. From exceptional medical coverage to generous time off and family-focused benefits, every aspect of our benefits program is designed with our team in mind. Each of our employees also receive an equity grant upon hire, becoming a true owner in our shared success. We believe that when our employees thrive, so does our company—because at Inspire, health, wellness and a secure future matter.

Health Benefits



Medical Insurance

Dental Insurance

Vision Insurance

Health Savings Account (HSA)
and Flexible Spending Account (FSA)

Income Security & Financial Wellness



Life Insurance

Disability Insurance

401 (K) Retirement Plan and
Employer Match

Employee Stock Purchase Plan

Additional Benefits



Flexible Time Off and Holidays

Tuition Reimbursement

Identify Theft Protection

Health and Safety

We prioritize the safety of our employees. Our sales and field personnel frequently work in hospitals and are required to complete training on a variety of safety-related issues, including education around bloodborne pathogens, infection control and aseptic practices, operating room protocols and fire, electrical and radiation safety. As needed, employees complete certifications in line with HIPAA and the AdvaMed Code of Conduct. In the future, we plan to expand our range of safety trainings across all employees.

Goal: Enhance support of our employees experiencing a crisis due to a natural disaster

SEE GOAL DASHBOARD FOR PROGRESS UPDATE



OUR COMMUNITIES

As a medical technology company, we are passionate about improving lives through healthcare and enriching the communities in which we live and work. We strive to make a difference through charitable donations and volunteer efforts that align with our mission and values.



InspireGives

In 2023, we launched InspireGives, our community outreach program that serves as the foundation of our charitable giving and volunteer efforts. The program is led by dedicated employee volunteers and powered by the collective efforts of the Inspire organization.

Volunteerism and Community Engagement

In 2024, we continued to formalize our volunteer efforts with the formation of the Community Engagement Committee. The committee is comprised of employee volunteers who organize volunteer event opportunities on at least a quarterly basis. Throughout 2025, we expect to continue evolving this group’s role within our organization to further expand our corporate giving and volunteerism efforts and to deepen our connection with our communities.

InspireGives sponsored a number of fundraising events and charities in 2024, many of which were part of multi-year engagements to support causes aligned with our mission. Our employees are passionate about improving the lives of others and our communities, and our sponsorships provide meaningful community engagement channels for our team members.



Inspire has been proud to support the American Heart Association (AHA) since 2020 through a number of events and contributions. The AHA works to reduce heart disease and stroke, conditions which have a strong association with sleep health.

- **Twin Cities Heart Walk:** Inspire has been one of the top corporate sponsors of the Twin Cities Heart Walk in Minnesota for several years and has raised almost \$400K in support of the cause since 2020 through both corporate donations and employee fundraising efforts. In 2024 many of our employees, from all levels, got involved in the event through donations, fundraising, direct participation and volunteering.
- **STEM Goes Red:** We are proud to sponsor this AHA initiative which empowers women to pursue careers in STEM: science, technology, engineering and mathematics. Inspire sponsored a STEM Goes Red event in November 2024 at which Inspire team members hosted a session for Minnesota high school students discussing STEM careers, Inspire therapies and their own career paths.



Inspire organized a volunteering event for the **Children’s Cancer Research Fund (CCRF)**, which consisted of assembling care packages for families affected by childhood cancer, including Cure Cancer stuffed bears, butterfly pins and personalized notes. At the event, a leading member of CCRF came to speak to Inspire employees to discuss her own experience with her young son having survived cancer as well as the impact of CCRF. Connections with organizations like CCRF are important to Inspire and the InspireGives mission.



Inspire Field Clinical Representative, Rachael Hartman, volunteered as a “guardian” on the 2024 Mission 23 Midwest Honor Flight, supporting U.S. Army veterans during their visit to four memorials and the Changing of the Guards at Arlington National Cemetery. InspireGives was proud to support Rachael in honoring veterans by teaming up with the **Honor Flight Network**, a nationwide nonprofit network to support U.S. veterans through funded trips to Washington D.C. to remember the fallen.



In 2024, we supported **My Very Own Bed**, an organization founded in 2014 to provide beds for children in need to help them sleep well, dream and find comfort; a sleep-focused mission sharing common ground with Inspire’s mission. In addition, our Market Access and Human Resources team members held a dedicated event with the organization to build dream kits – including bedding, books and stuffed animals – and deliver beds.

OUR ENVIRONMENT

Minimizing our impact on the environment is an important way that Inspire can support the communities in which we operate. Our recent environmental efforts have focused on building out foundational, programmatic elements to understand our existing environmental footprint and enable future reductions in our environmental impact.



Environmental Risk Management

Oversight

Inspire’s Board of Directors and executive officers oversee our efforts to identify and manage climate-related risks and opportunities. Inspire maintains a Sustainability Council comprised of senior members of management led by our General Counsel to oversee decisions and implementation of any strategic initiatives related to environmental matters.

Environmental Risk Management and Compliance

Inspire is working to provide greater transparency regarding our responsibilities, commitments and goals related to environmental stewardship to our key stakeholders. We report against the SASB framework and in this 2024 sustainability report, we provide our inaugural TCFD report, disclosing our management of climate-related risks and opportunities. We are committed to enhancing our climate-related disclosures moving forward and to monitoring and complying with related disclosure requirements.

Inspire’s Enterprise Risk Management (ERM) program is overseen by the Board and enables our organization to formally track and measure material enterprise risks, including any environmental and climate risks that are material to our business. Through this annual process and meetings with management, including our legal, compliance and finance functions, the Board can identify any areas of material environmental risk to assess and manage throughout the year.

We plan to evaluate implementing a formal environmental quality management system in line with International Organization for Standardization (ISO) 14001 standards to mitigate climate-related risks.

In early 2025, we also began a formal climate risk assessment and scenario analysis to better understand our organization’s physical and transition climate risks and prepare for updated disclosure requirements. Once complete later in 2025, the analysis will inform our management of both physical and transition risks related to climate change.

We are also in the early stages of developing a global carbon reduction plan to meet UK requirements and are closely monitoring related legislation to ensure full compliance.



Climate and Greenhouse Gas Emissions

GHG Emissions

In 2024, we took our first major step to understand our climate footprint with our inaugural Green House Gas (GHG) inventory, covering our Scope 1, 2 and 3 emissions for 2023. The inventory was calculated in line with the GHG Protocol standard, aligning with market best practices.

Calculating our initial inventory represents an intentional step forward in meeting the present and future physical and transition risks brought on by a changing climate, as the data deepens our understanding of our environmental impact and will form the foundation of our future efforts to work toward reducing our carbon footprint. We expect that our future initiatives will focus on further enhancing our data collection and calculation as well as developing an emissions reduction roadmap.

2023 Emissions Overview

	Sum of Total Emissions	% Total Emissions
GHG Emissions by Scope (MTCO ₂ e)		
Scope 1	50.63	0.09%
Scope 2	401.74	0.71%
Scope 3	55,766.65	99.20%
Grand Total	56,219.02	100.00%

Greenhouse Gas Emissions by Category (MTCO₂e)

Category 1. Purchased Goods and Services	41,471.85	74.37%
Category 2. Capital Goods	3,981.71	7.14%
Category 3. Fuel- and Energy-Related Activities	130.70	0.23%
Category 4. Upstream Transportation and Distribution	1,209.63	2.17%
Category 5. Waste Generated in Operations	17.90	0.03%
Category 6. Business Travel	6,602.15	11.84%
Category 7. Employee Commuting	626.73	1.12%
Category 9. Downstream Transportation and Distribution	667.60	1.20%
Category 11. Use of Sold Products	1,038.22	1.86%
Category 12. End-of-Life Treatment of Sold Products	20.16	0.04%
Grand Total	55,766.65	100.00%

Energy, Waste and Water

Beyond our climate impact, we also plan to review opportunities to reduce our impact on the natural environment through recycling and minimizing our consumption of electricity and water. With the completion of our materiality assessment, we are evaluating the possibility of establishing initiatives across these key areas and will continue to disclose our efforts and focus areas as they evolve.



GOVERNANCE

As one of our core focus areas, Inspire is committed to our business ethics and compliance program and working to ensure that our practices are transparent, responsive to the interests of our stakeholders, legally compliant and ethically sound. Our policies are regularly evaluated to ensure they continue to reflect market best-practices and standards.



Business Ethics and Compliance

Oversight

Our governance matters are overseen by Inspire’s General Counsel and Chief Compliance Officer. The Compliance Committee, a cross-functional group of Inspire employees, assists Inspire’s General Counsel and Chief Compliance Officer in developing and implementing Inspire’s compliance program.

In February 2025, the Board approved a new standing committee of the Board, the Quality, Product Supply and Technology Committee, to carry out the Board’s responsibilities relating to oversight of the quality, safety and supply of our products, Inspire’s compliance with legal and regulatory requirements and our Code of Business Conduct and Ethics and our research, innovation and technology initiatives and programs. We believe the new committee will enhance the Board’s ability to carry out its oversight responsibilities in areas important to Inspire, including our business ethics and compliance program.

Code of Conduct

All of our employees, directors, officers and individual contractors are expected to adhere to our [Code of Business Conduct and Ethics](#) (the “Code of Conduct”). We continue to ensure and evaluate that our Code of Conduct and related policies meet best market practices.

In early 2025, we updated our Code of Conduct to expand our Anti-Corruption and Anti-Bribery Policy, which helps to ensure that Inspire, our employees and all other people or entities acting on our behalf or for our benefit comply with all applicable anti-corruption and anti-bribery laws applicable to our business worldwide, including the U.S. Foreign Corrupt Practices Act. In addition to prohibiting bribery, the policy prohibits facilitation payments and provides that Inspire only retains qualified and ethical third-party intermediaries.

Internal Investigation Policy and Whistleblower Mechanisms

Inspire’s Code of Conduct defines and details our expectations for ethical behavior and compliance, providing guidelines on how to report violations. The policy indicates that employees have an obligation to speak up if they see alleged or confirmed violation of Inspire policy or applicable laws or regulations.

Concerns regarding ethics violations can be submitted via our whistleblower mechanisms, which include our anonymous EthicsPoint Hotline, which is available 24/7. Reports may also be submitted to the legal, compliance or human resources teams. The identity of any reporter will be kept confidential to the greatest extent practical, consistent with applicable laws and our need to investigate potential concerns. The General Counsel and Chief Compliance Officer maintains records of all compliance reports and investigative documents for investigations involving material violations, supporting ongoing compliance efforts and accountability. Our HR team maintains documentation of its investigations of reports involving non-material violations.

Human Rights

Our [Human Rights Policy](#) reflects our commitment to respecting human rights wherever we operate. The policy addresses our commitments to respect freedom of association, collective bargaining, prohibit child and forced labor, fair wages, equal opportunity and non-discrimination. Additionally, our policy reflects current international human rights standards such as the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, UN Universal Declaration of Human Rights and OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

We have a separate [UK Modern Slavery Act Statement](#), which 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.



Employee Training

At Inspire, we prioritize ensuring that our employees are well-informed of our business ethics and compliance expectations. Upon hire, all employees are required to complete training and education on our Code of Conduct. Additionally, in early 2025, we launched an enhanced, annual training on our Code of Conduct that all employees were required to complete. Prior to launching this enhanced training, all employees were expected to certify annually that they understood and would comply with the expectations contained in the Code of Conduct. Moving forward, we will continue to train our employees on our Code of Conduct on an annual basis.

Goal: Enhance business and ethics employee training and awareness

SEE ANNUAL CODE OF CONDUCT TRAINING FOR ACHIEVEMENT UPDATE



We are committed to providing equal employment opportunities and prohibit any form of discrimination or harassment. This commitment applies to all aspects of the employment relationship. All employees receive virtual harassment training at hire, and then are retrained every two years (or more frequently if required by local law).

98%

of our active full-time employees completed our 2024 Code of Conduct training



Government Engagement and Lobbying

Inspire conducts business with the U.S. government, state and local governments and the governments of other countries, and we are committed to conducting our business with all governments and their representatives with the highest standards of business ethics and ensuring compliance with all applicable laws and regulations. Our Code of Conduct provides employees and others with guidance for how they should communicate with members or employees of legislative bodies or with any government official in the course of their work.

Our Code of Conduct prohibits the use of any company funds or assets to make a political contribution, unless prior approval is given by our Chief Executive Officer or Chief Compliance Officer and any political contribution made with such approval will be reported to Inspire’s Board. In 2024, Inspire did not make any political contributions.

Responsible Marketing

Inspire is committed to adhering to ethical business and marketing best practices. Below is an overview of our current responsible marketing policies:

- **Our Interactions with Health Care Professionals Policy** sets our operating guidelines for interactions with healthcare professionals and is intended to facilitate ethical and appropriate business interactions between Inspire and health care professionals. The policy details our responsibility to make training on Inspire products and technologies available to health care professionals.
- **Our Internal Promotional and Educational Materials Policy** helps ensure that materials describing Inspire products and therapies are accurate, complete and comply with all applicable geographic regulations and product approvals, legal obligations and business requirements.
- **Our Interactions with Patients and Patient Organizations Policy** sets forth the compliance standards for interactions between Inspire and our patients and patient organizations, which should primarily be focused on educating and advancing medical research, health care innovation and access to health care and services.
- **Our Policy Prohibiting Off-Label Promotion** prohibits off-label promotion and requires that all product promotion must be consistent with the approved product labeling.

We monitor our marketing practices for any violations and conduct corrective action as necessary. In early 2025, we launched our first annual healthcare compliance training that all employees were required to complete, which addressed, among other topics, marketing best practices, interacting with health care professionals, interacting with patients and patient advocacy groups, the Anti-Kickback Statute and the False Claims Act. We will continue to provide healthcare compliance training for all employees on an annual basis moving forward.

Data Privacy & Cybersecurity

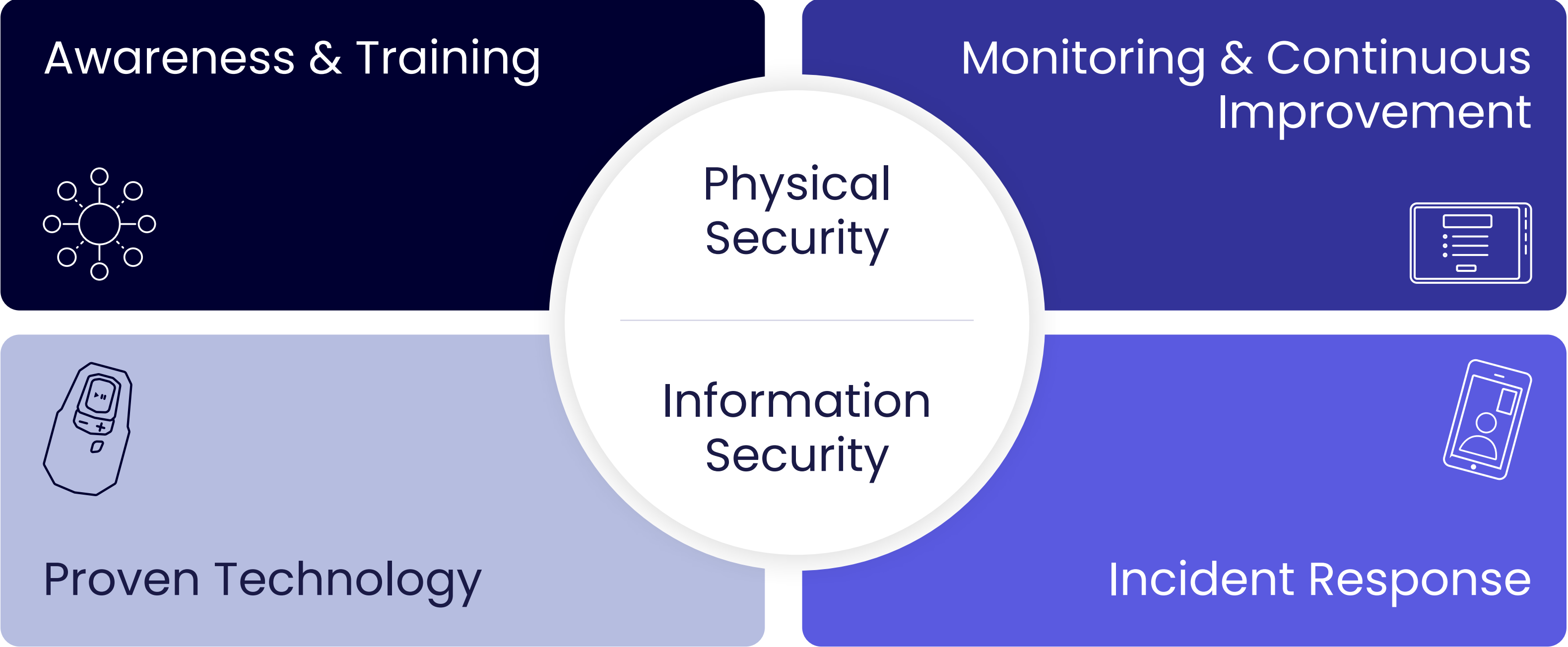
Inspire is dedicated to responsibly managing data privacy and cybersecurity as we are charged with safekeeping employee data, customer data, patient data and other sensitive data, including when prospective patients and others visit our websites or call one of our call centers. We recognize the need to assess, identify and manage various cybersecurity risks that may impact our business to protect personal health information and other confidential data.

In 2024, we expanded our security analysis and assessment efforts to better safeguard our information and the information of our employees, customers and patients. On our website, we provide transparency on what data we collect and how that data is used. As part of our enterprise risk management process, we assess the various cybersecurity risks that may impact our business.

This past year we completed an in-depth security assessment and audit of all major vendors used by Inspire. Following this audit and moving forward, we plan to complete a security assessment of all new vendors as part of our new vendor review and approval process. This assessment includes a review of vendor data protection practices, network accessibility of the system or application, authentication, authorization and auditing of the application or system, access to financial reporting and material non-public information and third-party access to our systems and data.

For employees, we also enhanced our monitoring system so that our monitoring team receives alerts 24/7/365.

Our incident response process is designed to ensure that should a data incident occur, we will be in a position to assess the materiality of the incident and address any required reporting obligations. In addition, Inspire will notify all affected parties and individuals whose sensitive data may have been compromised in accordance with applicable law.



Training

In 2024, we increased the frequency of our employee phishing testing and training and now require employees to complete testing typically on a monthly basis. We also recently implemented a manager accountability program to encourage managers to hold team members accountable who fail to meet phishing testing and training expectations. We also expanded our employee training requirements to include required annual data privacy and security training for all employees.



Supply Chain Management

Inspire is committed to conducting and building continued strong oversight of its suppliers to help ensure the safety and quality of our products and responsible business practices of our suppliers. The quality assurance of our suppliers is conducted through ongoing vendor management, material traceability and verifications and assessments.

We manage critical vendors and critical materials in accordance with standard operating procedures. Inspire complies with the FDA’s Unique Device Identification requirements, publishing product identification and trace information within required geographic databases.

Goal: Establish clear guidelines regarding ethical and compliant business practices for Inspire’s supply chain partners

SEE SUPPLIER CODE OF CONDUCT FOR ACHIEVEMENT UPDATE



In April 2025, we formalized ethics and compliance expectations of our supply chain partners by finalizing our [Supplier Code of Conduct](#), which sets forth our expectations for the ethical business conduct of our suppliers and vendors. Our Supplier Code of Conduct includes standards for our suppliers in key areas such as anti-corruption, labor and employment practices, workplace health and safety and the environment. It also establishes a process for us to audit and hold our suppliers accountable for noncompliance, and for our suppliers and their employees and other representatives to report known or suspected violations of our Supplier Code of Conduct.

APPENDIX



SASB

Topic	Accounting Metric	Code	Disclosure
Affordability & Pricing	Description of how price information for each product is disclosed to customers or to their agents	HC-MS-240a.2	Not reported.
	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	HC-MS-240a.3	Not reported.
Product Safety	(1) Number of recalls issued, (2) total units recalled	HC-MS-250a.1	(1) TOTAL: 2, Class I: 1, Class II: 1, Class III: 0 (2) TOTAL: 633, Class I: 24, Class II: 609, Class III: 0
	Products listed in any public medical product safety or adverse event alert database	HC-MS-250a.2	All Inspire medical devices are subject to the MAUDE database: Models 2500, 2580, 3032, 3024, 3028, 4323, 4340, 4063, and 2740.
	Number of fatalities associated with products	HC-MS-250a.3	One MDR reportable event in 2024 — patient expired three days after receiving Inspire therapy due to surgical complications related to a pulmonary embolism.
	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	HC-MS-250a.4	1. Form 483s: One in 2024 2. Warning Letters: 0 3. Seizures: 0 4. Recalls: Two in 2024 5. Consent decrees: 0
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-MS-270a.1	\$0
	Description of code of ethics governing promotion of off-label use of products	HC-MS-270a.2	Inspire’s Off-Label Promotion Policy prohibits off-label promotion and requires that all product promotion must be consistent with the approved product labeling.
Product Design & Lifecycle Management	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	HC-MS-410a.1	Our product design aligns to international standards and the requirements of the jurisdictions in which we operate. Inspire’s external products adhere to the European Union’s Restriction of Hazardous Substances Directive, which restricts the use of certain substances in electrical and electronic components, in order to manage environmental considerations associated with our products. We also utilize e-labeling instead of paper labeling where allowed by local regulatory requirements to help decrease our environmental footprint.
	Total amount of products accepted for take-back and reused, recycled or donated, broken down by: (1) devices and equipment and (2) supplies	HC-MS-410a.2	1. Devices & Equipment: 1.71 metric tons of recycled medical devices from obsolescence 2. Supplies: 0 metrics tons

SASB Continued

Topic	Accounting Metric	Code	Disclosure
Supply Chain Management	Percentage of (1) entity’s facilities and (2) Tier 1 suppliers’ facilities participating in third-party audit programs for manufacturing and product quality	HC-MS-403a.1	100% 1. Total no. of entity’s facilities: 2 2. Total no. of entity’s facilities that participated in third-party audit/certification: 2 3. Total no. of Tier 1 suppliers’ facilities: 5 4. Total no. of Tier 1 suppliers’ facilities that participated in third-party audit certification: 5
	Description of efforts to maintain traceability within the distribution chain	HC-MS-430a.2	Our efforts to address quality assurance in our supply chain, including material traceability, is discussed on page 30 of this report.
	Description of the management of risks associated with the use of critical materials	HC-MS-430a.3	Inspire’s devices utilize critical materials, so we have established standards and oversight to manage risks associated with their use.
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	HC-MS-510a.1	\$0
	Description of code of ethics governing interactions with health care professionals	HC-MS-510a.2	Our Interactions with Health Care Professionals Policy sets our operating guidelines for interactions with healthcare professionals and is intended to facilitate ethical and appropriate business interactions between Inspire and health care professionals. The policy details our responsibility to make training on Inspire products and technologies available to health care professionals.
Activity Metrics	Number of units sold by product category	HC-MS-000.A	1. Implantable Pulse Generator: 32,499; 2. Stimulation Lead: 32,451; 3. Sense Lead: 32,372; 4. Patient Remote: 32,428; 5. Physician Programmers: 1,130

We are committed to providing transparency on our climate change risk management. The TCFD has developed voluntary, consistent climate-related financial risk disclosures for use by companies in providing information to stakeholders, which we have used to guide our reporting.

Governance

- a. Board oversight**—Inspire’s Board of Directors and executive officers hold oversight of all climate-related risks and opportunities. While the full Board has overall responsibility for sustainability and risk oversight, our committees oversee specific areas of our sustainability program. The Board’s Nominating and Corporate Governance Committee oversees the company’s strategy, policy, practices and related reporting with respect to significant sustainability matters. The Board’s other committees hold supporting roles, with the Audit Committee focusing on management’s preparation, presentation and disclosure of sustainability measures and metrics, the Organization and Compensation Committee focuses on social matters and the Quality, Product Supply and Technology Committee focusing on product, quality and safety, compliance, ethics, research, innovation and technology.
- b. Management role**—Our executive management team is responsible for executing and coordinating our climate-related and environmental efforts. Inspire’s Sustainability Council is sponsored by our SVP, General Counsel and is comprised of a cross-functional group of leaders that monitors and meets on topics including climate-related issues and opportunities.

Strategy

- Climate-related risks and opportunities:** As we continue to grow and expand, we are continuing to explore opportunities that enhance our capabilities in identifying and managing climate-related risks and opportunities to our business.
- Regulatory Risks:** Transition impacts of climate-related events may subject our company to increased regulations, reporting requirements, standards or expectations regarding the environmental impacts of our business. Failure to disclose accurate climate-related events information in a timely manner may also adversely affect our reputation, business or financial performance.
- Physical Risks:** Climate-related events (including but not limited to floods, droughts, more frequent and/or intense storms and wildfires), or chronic changes (such as droughts, heat waves or sea level changes) in climate patterns can adversely impact our operations, as well as the operations of our suppliers and customers. Our facilities and offices may be adversely impacted by natural disasters, including those intensified by climate change. Our locations, and those of our customers and suppliers, can be disrupted by droughts, extreme temperatures, fires, flooding and other climate change-related risks, as well as earthquakes, actions by utility providers and other catastrophic events such as an actual or threatened public health emergency.
- Reputation Risks:** We monitor industry-focused information sources on evolving risks, evolving litigation patterns involving the industry, track environmental concerns raised by shareholder proposals at companies and engage our stakeholders.

Risk Management

Our senior management team and Board of Directors oversee our risk management program, which addresses assessing and managing various risks that may apply to our business, including potentially environmental and climate-change risks applicable to our business.

Metrics

We are just beginning to collect sustainability metrics, including the Scope 1, Scope 2 and Scope 3 GHG emissions information disclosed in this report, that our senior management team and Board of Directors expect to use to help us assess and manage climate-related risks and opportunities relevant to our business. Our management and board oversee whether our data is consistently prepared and presented, what disclosure controls and procedures relating to these measures are in place and how such metrics are disclosed.