



Animal Testing Policy
Inspire Medical Systems, Inc.
(Adopted: April 30, 2025)

1.0 Introduction

A. Purpose

This Animal Testing Policy (this “**Policy**”) of Inspire Medical Systems, Inc. (“**Inspire**,” “**we**” or “**our**”) reflects Inspire’s commitment to the responsible use of animals in research and product development to advance patient safety and wellbeing.

B. Scope

This Policy applies to Inspire and its subsidiaries and affiliates, and its and their respective directors, officers, employees, and individual contractors. We refer to all directors, officers, employees, and individual contractors covered by this Policy as “Inspire employees” or “employees,” unless the context otherwise requires.

C. Reporting Violations of this Policy

Inspire employees have a responsibility to report suspected violations of this Policy and may use the Company’s Ethics Hotline. The Ethics Hotline is available 24 hours a day, 7 days a week by telephone at 1-844-858-5771, or on the Internet at inspiresleep.ethicspoint.com

D. Administration

This Policy is reviewed and maintained by our Product Development and Legal and Compliance Departments. Employees who have any questions or concerns regarding this Policy should contact the Ethics Hotline or the Chief Compliance Officer.

2.0 Policy

At Inspire, we are steadfast in our commitment to prioritize patient outcomes, act with integrity, and lead with respect. Our core values, including that we are grounded in integrity and committed to compliance, define our culture and reflect our commitment to the responsible use of animals in our research and product development activities.

As a medical device manufacturer, we must demonstrate the safety and efficacy of our products to regulatory authorities through extensive research and development. Our pre-clinical research and development includes a wide range of activities, including cadaver, chemical, and cell-based testing whenever possible before the use of animals. However, to meet safety standards and regulatory requirements, we occasionally must conduct animal testing as a last resort. Industry standards and regulatory authorities, including the U.S. Food and Drug Administration, may require animal testing prior to human clinical trials or regulatory approvals of our products.

When the use of animal testing is necessary, we comply with all relevant laws and regulations. Our approach to animal testing is aligned with the 3Rs framework of Replacement, Reduction, and Refinement discussed below.

A. Replacement, Reduction and Refinement

Inspire supports Russell and Burch's 3Rs principles. We are committed to:

- replacing the use of animals in our research with non-animal methods where feasible;
- using research methods to minimize the number of animals used in our research while obtaining comparable levels of information or obtaining more information from the same number of animals; and
- using research methods that minimize the pain, suffering, distress or lasting harm that research animals might experience.

B. Outsourced Testing

We work with external partners for all animal testing. When Inspire partners with external animal testing laboratories, we expect that the laboratories are certified by required regulatory authorities, meet applicable legal and industry standards, and obtain pertinent industry certifications.