



ResMed Tax Policy

February 16, 2023



1. What is the ResMed Tax Policy

The ResMed Tax Policy sets out ResMed's approach to tax governance, decision making and conduct. This Tax Policy conforms with our publicly available Code of Business Conduct and Ethics.

The Tax Policy applies to ResMed Inc. and each of its subsidiary companies. It has been approved by the Audit Committee of the Board of Directors of ResMed Inc.

We commit to:

- Complying with the letter and spirit of all prevailing tax laws, including anti-avoidance laws.
- Not engaging in harmful tax base erosion and profit shifting practices.

In this Policy, "tax risk" is the risk that ResMed incurs an incorrect amount of tax, or that our tax positions adopted are out of step with the Board's tax risk objective.

2. Role of the Audit Committee

The Audit Committee has delegated responsibility from the Board of Directors to assist with oversight responsibilities as provided in the Audit Committee Charter.

The Audit Committee regularly reports to the Board on its findings and recommendations.

4. Dealing with tax authorities

ResMed engages with tax authorities proactively and transparently. We consider all available options in managing uncertainties.

ResMed participates in tax policy consultation from time to time, including through industry groups.

3. Dealing with tax risk

In addressing tax risks, our objective is to seek certainty in our tax positions and effective tax rate. To achieve this objective, ResMed has a low tax risk appetite.

ResMed will manage its tax risks through a Tax Governance Framework. The Framework consists of this Tax Policy and associated manuals and procedures.

ResMed employs experienced and qualified tax experts, seeks advice from external advisers, and openly engages with regulators.

5. Transparency

ResMed will participate in tax transparency initiatives in accordance with legislative requirements.