CAIRE Inc.
2200 Airport Industrial Dr., Ste. 500 | Ball Ground, GA 30107 | USA
Ph 770-721-7700
www.caireinc.com

2026 Modern Slavery Statement

This statement is made on behalf of CAIRE Inc. and its affiliates and subsidiaries, pursuant to the Modern Slavery Act and the California Transparency in Supply Chains Act. This statement constitutes our slavery and human trafficking statement for the financial year ending March 31, 2027.

All CAIRE affiliates and subsidiaries operate in accordance with CAIRE's Code of Ethical Business Conduct. This Code guides our activities and staff across all our locations. It describes our culture and our commitment to maintaining the highest level of ethical behavior in how we treat our customers, suppliers, business partners and each other.

This statement illustrates how we apply our Code of Ethical Business Conduct in practice and reflects our continued commitment to challenge and confront the use of forced, compulsory, trafficked or child labor within our own organization and our supply chain.

CAIRE Structure and Supply Chain

CAIRE Inc. is a wholly owned subsidiary of Niterra Co., Ltd. ("Niterra") and operates and manages the CAIRE "family" of entities: AirSep Corporation, CAIRE Diagnostics Inc., CAIRE Medical Ltd., CAIRE Medical France, CAIRE Medical Italy, CAIRE Medical Germany GmbH, CAIRE Medical Technology (Chengdu) and CAIRE Medical Japan.

CAIRE is a leader in respiratory solutions for the global healthcare community. CAIRE's oxygen therapy portfolio includes liquid oxygen systems, and portable and stationary oxygen concentrators, some of which are equipped with telehealth solutions and sensitive breath detection features designed to serve those individuals suffering from serious respiratory health conditions. CAIRE products support the needs of home care, hospice, long-term care, and US military, particularly those serving in combat zones. CAIRE's industrial brand, AirSep®, also supports the critical oxygen and nitrogen gas supply needs with turnkey onsite generation solutions for top-tier hospital and commercial applications including wastewater treatment and aquaculture.

CAIRE is a large purchaser of goods and services required for business operations. We therefore partner closely with our direct suppliers to understand and evaluate their supply chain practices. CAIRE establishes its Supplier relationships on lawful, efficient and fair practices, and Suppliers must adhere to applicable legal and regulatory requirements in their business relationships as set out in the CAIRE Supplier Integrity Guide. Suppliers are responsible to ensure that they and their employees, representatives, sub-suppliers and subcontractors comply with the standards of conduct set out in the guide and in other contractual obligations to CAIRE. Our Supplier Integrity Guide sets standards designed to protect the health, safety, and treatment of workers, including the prohibition of any form of modern slavery, including forced, bonded (including debt bondage), or indentured labor; involuntary prison labor; sex trafficking; and slavery or trafficking of people.

Internal Management & Accountability

Our Chief Compliance Officer continues to oversee a team focused on combating modern slavery in our supply chains and business operations. The Chief Compliance Officer provides regular updates to the CAIRE board and executive team on the status of our anti-modern slavery efforts and responsible supply chain program.

Policies in Relation to Modern Slavery and Human Trafficking

As reported in our previous statements, we have a Code of Ethical Business Conduct and a Supplier Integrity Guide. Our Supplier Integrity Guide sets standards designed to protect the health, safety, and treatment of workers, including the prohibition of any form of modern slavery, including forced, bonded (including debt bondage), or indentured labor; involuntary prison labor; sex trafficking; and slavery or trafficking of people.

We have updated and publicly posted our Policy Against Modern Slavery to demonstrate our commitment to combating modern slavery. The policy defines what modern slavery is, gives a concrete list of prohibited actions, and provides reporting channels for suspected instances of modern slavery. We strive to hold our employees and suppliers to high standards. Any violation of our standards by a CAIRE employee can result in disciplinary action, including termination of employment. Any violation by a supplier can result in contract termination.

Risk Assessment & Due Diligence

We continue to assess modern-slavery risk in our supply chains and have initiated a supply chain-wide risk assessment which includes components specific to modern slavery. Our assessment processes involve review and analysis to identify higher-risk areas of our business based on external reports and standards, country and sector risk profiles, and input from experts in this area.

In 2019, we amended our contract templates to require compliance with our Supplier Integrity Guide.

We conduct due diligence on direct suppliers which are identified as having higher risk through the assessments described in the preceding section (collectively, the “higher-risk suppliers”). As part of the due diligence process, higher-risk suppliers complete an online assessment questionnaire about their working conditions and management systems. The due diligence process also includes supplier background checks, examination of labor-related red flags that appear in publicly available databases and media sources, and a review of higher-risk suppliers’ names against human trafficking watch lists. If we discover red flags, we conduct extensive and documented follow-ups to address these issues. In certain cases, we may decide to no longer pursue a relationship or to terminate our current relationship with a supplier.

We have instituted an annual review questionnaire for existing suppliers to understand suppliers’ self-assessment of slavery and human trafficking issues, allowing us to better identify slavery and human trafficking issues as they develop over time and to collect supplier-provided data to track improvement in suppliers’ attitudes.

Training

Training on our Code of Ethical Business Conduct reinforces the expectation that employees and contractors (collectively, “workers”) follow applicable laws and report concerns of illegal or unethical activity. We train workers to identify and avoid working with third parties which engage in modern slavery or other illegal practices. Workers who manage relationships with higher-risk suppliers receive supplemental in-person training.

Reporting Concerns or Raising Issues

We offer multiple reporting options to workers, including a helpline and online portal which give callers an option to report concerns anonymously. We promote these reporting options through our internal policies, communications, and trainings. We also have a policy prohibiting retaliation for raising concerns.

If a modern slavery concern is raised through the helpline or other reporting channels, our Ethics and Compliance Team coordinates with appropriate stakeholders to investigate and address the issue. If a reported concern is substantiated, the corrective response may involve working with the supplier to ensure that the issue is addressed or, if that is not possible, terminating the supplier.