

SPEAK UP!

IF IT CONCERNS YOU, IT CONCERNS US

Speak Up! is a confidential, non-retaliatory reporting process for raising integrity and compliance concerns. To speak up, you can:

- > Contact your supervisor or any manager
- > Contact any member of the Compliance, HR, or Legal teams
- > Email integrity.answers@danaher.com
- > Submit an online report, which can be anonymous if you choose, at danaherintegrity.com
- > Call the Integrity & Compliance Helpline. Country specific phone numbers available on danaherintegrity.com

*Your concern will be treated **confidentially** regardless of reporting method.*

If it doesn't look or feel right, please speak up!

- Integrity concerns
- Actual or potential misconduct, such as violations of Danaher's Code of Conduct
- Actual or potential violations of regulations and laws

*We are here to listen. If you are unsure whether to report a potential issue, please do not hesitate to reach out. Danaher and Masimo have a **no retaliation** policy for those who raise good faith concerns in any manner.*

*When you ask questions or report problems, you are contributing to our **continuous improvement**.*