

INOGEN, INC.

Human Resources Policy

Originally adopted and approved on May 22, 2020

Inogen, Inc. and all subsidiaries (“Inogen” or the “Company”) strives to create an environment where respect for the individual is an integral part of our values, and we encourage employees to support our mission to provide freedom and independence to respiratory therapy patients through innovative products and services.

Commitment to Diversity

Inogen is committed to creating and maintaining a workplace in which all employees have an opportunity to participate and contribute to the success of the business and are valued for their skills, experience, and unique perspectives. This commitment is embodied in our Company policy and the way we do business at Inogen.

The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that employees invest in their work represents a significant part of not only the Inogen culture, but the reputation and the Company’s achievement as well. Inogen embraces employees’ diversity of background, experience, culture, and other characteristics that make employees unique, as discussed further below.

All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. Any employee found to have exhibited any inappropriate conduct or behavior may be subject to disciplinary action.

Inogen’s Commitment to Equal Employment Opportunity

Inogen complies with all applicable federal and state laws prohibiting discrimination in employment and, therefore, does not discriminate against its employees or applicants based on any legally-recognized “protected class” including, but not limited to: race, color, sex, gender, gender identity, gender expression, sexual orientation, national, ethnic or social origin, ancestry, breastfeeding, pregnancy, childbirth, or related medical conditions, disability, citizenship status, family status, religion, creed, age, marital status, genetic information, uniformed servicemember or veteran status, or any other protected class under federal, state, or local law.

Inogen’s equal employment opportunity philosophy applies to all aspects of employment with Inogen including recruiting, hiring, job assignment, training, promotion, job benefits, compensation, discipline, and dismissal.

Inogen has implemented policies, procedures, and trainings to ensure that any reports of potential discrimination or harassment are appropriately investigated and corrected. Inogen encourages employees to report instances of illegal discrimination or harassment to their supervisors, other

members of management, or human resources. Employees are also made aware of their rights to report complaints of harassment and discrimination to the appropriate government agencies. Each manager is responsible for assuring that equal employment opportunity policies are implemented; however, all members of the staff share in the responsibility for assuring that by their personal actions, the policies are effective and apply uniformly to everyone.

Freedom of Association Policy

As discussed throughout this document and in Inogen's related policies and procedures, Inogen is committed to fair employment practices for all Inogen employees, including the prohibition against all forms of illegal discrimination and harassment. By providing equal access and fair treatment to all employees based on merit, the Company believes it improves its success while enhancing the progress of individuals and the community. Inogen is also committed to compliance with the applicable labor and employment laws, including the observation of those laws that pertain to freedom of association, collective bargaining, privacy, and recognition of the right to form and join worker organizations or to refrain from doing so, and those laws that pertain to the elimination of any improper employment discrimination.

Human Rights Policy

We respect the human rights and dignity of people throughout our operations and global supply chain. We comply and expect our suppliers to comply with laws that promote safe working conditions and individual security, laws prohibiting forced labor, the employment of underage children, human trafficking, and laws that ensure freedom of association and the right to form and join worker organizations of their own choosing, including labor unions, or to refrain from forming and joining such organizations, for purposes of bargaining collectively and to engage in peaceful assembly.

Open Door Policy

- Employees' suggestions for improving Inogen are always welcome, including concerns, suggestions, or questions about their jobs. As further detailed in the Inogen employee handbook and related policies, steps for raising any concerns include, but are not limited to: First bringing the situation to the attention of an immediate supervisor, who will investigate and provide a solution or explanation.
- If the situation persists, or if the employee is not comfortable addressing the issue with the supervisor because it directly concerns the supervisor, the employee may describe it in writing and present it to the Human Resources Department, which will review the matter.
- If the situation is not resolved, the employee may present it in writing to a member of the executive team who will attempt to reach a final resolution.

Although Inogen cannot guarantee that every problem will be resolved to the employee's satisfaction, Inogen values these observations, and employees should feel free to raise issues of

concern, in good faith, without the fear of retaliation. Further, as discussed above, for issues or concerns regarding unlawful discrimination or harassment, we also direct employees to the Inogen policies on Diversity, Equal Employment Opportunity set forth at the beginning of this policy, as well as Inogen's employee handbook and other related policies for procedures to follow in reporting concerns about discrimination or harassment.

Grievance Mechanisms

Inogen believes that any employee complaints should be taken seriously. The Human Resources department is responsible for addressing individual grievance cases. Employees are also advised that if, for any reason, they are not comfortable reporting any complaint to Human Resources, they have additional options, including, but not limited to, the following, which are further detailed in the Inogen employee handbook and other related policies, including with respect to ethics and conflicts of interest:

- Writing to Inogen's Chief Financial Officer, Vice President of Human Resources, or Vice President of Regulatory Affairs, Quality Assurance and Compliance;
- Calling Inogen's toll free whistleblower hotline or submitting a report using the Inogen whistleblower reporting web site; and
- Writing to the Audit Committee of the Inogen Board of Directors.

Because it may be more difficult to thoroughly investigate reports that are made anonymously, employees are encouraged to share their identity when reporting. Furthermore, employees should be aware that the law of some jurisdictions may prevent individuals from sending anonymous reports. All reports, whether identified or anonymous, will be treated as confidentially as possible, consistent with applicable law and to the extent practicable consistent with the Company's need to investigate such reports.

All information will be dealt with in accordance with applicable laws. Appropriate corrective action will be taken as warranted in Inogen's judgment and consistent with applicable law. It is against Inogen policy to retaliate in any manner, including harassment or threats, against any person who has in good faith reported a suspected violation of law or who has participated in good faith in an investigation related to potential violations. Conversely, any bad faith reporting could lead to disciplinary sanctions, up to and including dismissal.