

ENVIRONMENT, HEALTH and SAFETY POLICY

Medical Microinstruments, Inc. is committed to transforming the future of Microsurgery through the development of innovative robotic systems that introduce significant clinical benefits that can help patients globally by improving the outcomes of microsurgical procedures, making it easier for patients to access these procedures as well as advancing the possibilities of performing microsurgical procedures even in currently difficult-to-treat conditions.

Teamwork for Medical Microinstruments, Inc. is the founding pivot of the organization, based on a team of professionals with extraordinary Talent, Energy and Experience.

Medical Microinstruments, Inc. intends to enhance the present professionals and those who will join the corporate team in the future through continuous improvement actions and development paths for its human resources, while guaranteeing and protecting the work environment, health and safety, with a deep commitment to protect the environment and prevent pollution.

Medical Microinstruments, Inc. believes that through continuous improvement of our health and safety culture and control systems, it is possible to create an injury-free work environment. MMI's priority is prevention to avoid accidents.

Medical Microinstruments, Inc. is committed to implementing and maintaining an efficient Environmental Management System in accordance with the requirements of ISO 14001:2015 and Health and Safety in accordance with the requirements of ISO 45001:2018 aimed at ensuring a solid foundation for the achievement of business objectives.

Medical Microinstruments, Inc. also believes that through careful LCA activities, it is possible to minimize the consequences that our activities and products have on the environment, i to recycle product components and minimize their impacts.

Therefore, the company's strategic directions, with which specific indicators and/or objectives are associated, are:

- Monitoring the needs and expectations of stakeholders in order to incorporate their needs/expectations and increase their satisfaction.
- Carrying out activities in compliance with applicable mandatory standards, both national and international.
- Adoption of the best available and economically feasible technologies, for the continuous improvement of processes, equipment, facilities, and environmental performance, while reducing risks to the health and safety of employees.
- With regard to the environment impacts, we pay special attention to the reduction of energy consumptions by using of alternative renewable energies, reducing waste disposal and by a constant reassessment of chemicals used to reduce their impacts.
- Involving and raising awareness among employees and external collaborators (e.g., suppliers) in order to improve the Environmental and Health and Safety Management System.
- Promoting and maintaining a relationship of maximum cooperation and transparency with institutions, the community and other stakeholders.

Medical Microinstruments, Inc. understands that a proactive health and safety culture and a culture aimed at environmental sustainability can be successfully developed through the responsibility of all employees, contractors, and visitors to our sites.

The guiding principles of the Environmental and Health and Safety Policy of Medical Microinstruments, Inc. are: Compliance, Continuous Improvement, Communication and Training. These principles are aimed at integrating environmental, safety, health and quality aspects into decision-making processes to achieve sustainable development and a safe working environment for all employees.

Annually, during the Management Review of the Integrated Environmental and Health and Safety Management System, measurable objectives are developed for the improvement of the Integrated Management System by identifying the re

This policy is communicated within the organization by display on the premises and for perusal by employees, as well as made available on the company website.

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Mark Toland
CEO



Giancarlo Testaverde
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