RAPID MICRO BIOSYSTEMS, INC.

OCCUPATIONAL HEALTH & SAFETY (OH&S) POLICY

(As of May 1, 2026)

I. Purpose

Rapid Micro Biosystems, Inc. (the "Company") is an innovative life sciences technology company providing mission critical automation solutions to facilitate the efficient manufacturing and fast, safe release of healthcare products such as biologics, vaccines, cell and gene therapies, and sterile injectables.

To align with our mission, we have developed this OH&S Policy to reaffirm our commitment to identify, prevent, and mitigate work-related injuries and ill health across our value chain.

II. Commitment and Intent

The health, safety, and well-being of our employees, contractors, and visitors are our highest priorities. We are committed to providing a safe and healthy working environment and preventing work-related injuries and ill health.

III. Our Objectives

To fulfill this commitment, we shall:

- **Manage Risks:** Proactively identify hazards, assess occupational health and safety risks, and implement effective control measures to eliminate hazards and reduce risks.
- **Comply with Legislation:** Ensure full compliance with all applicable OH&S legal requirements and any other compliance obligations we are bound by.
- **Engage Workers:** Foster a culture where workers are consulted and actively participate in the development, implementation, and continual improvement of our OH&S management system.
- **Improve Continually:** Set, measure, and review OH&S objectives and targets to continually enhance our overall health and safety performance.
- **Allocate Resources:** Provide the necessary resources, training, and information required to maintain a safe workplace.

IV. Responsibilities

- **The Company's officers** and members of its executive leadership team hold ultimate accountability for the implementation of this policy and the effectiveness of our OH&S management system.
- **Management and Supervisors** are responsible for enforcing safety protocols, ensuring hazards are addressed, and maintaining safe daily operations.
- **All Employees and Contractors** are required to take reasonable care for their own health and safety, adhere to all safety rules, and report any hazards or incidents immediately.

V. Communication and Review

This policy is communicated to all persons working under the control of the Company, is available to interested parties upon request, and is reviewed periodically for its effectiveness and relevance to and appropriateness for our operations.



Robert Spignesi
President, CEO & Principal Operating Officer