RAPID MICRO BIOSYSTEMS, INC.

HUMAN RIGHTS POLICY

(As of September 30, 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 Human Rights Policy to reaffirm our commitment to identify, prevent, and mitigate human rights violations across our value chain.

II. Commitment

The Company is committed to promoting and protecting human rights throughout our business, including our own operations as well as with our suppliers and partners. Our policy and practices have been informed by the International Bill of Human Rights, the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. The following actions and efforts are intended to further our goals in respect of human rights:

- We prohibit the use of forced, bonded, indentured, or compulsory labor and child labor in our operations.
- We prohibit harassment in any form based on race, color, religion, gender, age, sexual orientation, disability, national origin, citizenship, marital or veteran status, or any other characteristic prohibited by applicable law, whether physical or verbal and whether committed by managers, nonmanagement personnel or non-employees.
- We are dedicated to not only complying with all relevant health and safety laws, but also to conducting business in a manner that proactively protects the safety of our employees.
- We provide our employees with a healthy work environment, promote healthy lifestyles, and seek to support the overall wellbeing of our employees.
- We respect and uphold employees' right to freedom of association and collective bargaining, as recognized by applicable laws and internationally accepted standards. Employees are free to form, join, or refrain from joining labor unions and other representative bodies without fear of retaliation, intimidation, or discrimination.
- We maintain a Code of Business Conduct and Ethics that outlines our general guidelines for conducting our business consistent with the highest standards of business ethics.
- We provide our employees with training that supports the enablement of the standards set out in this Human Rights Policy and our Code of Business Conduct and Ethics.
- Our efforts to uphold high standards of quality in our product and service offerings support our customers in providing life-saving therapies and health products to support the wellbeing of the patients who receive them.
- We expect our suppliers, business partners, and other relevant parties directly linked to our operations, products, and services to commit to the protection of human rights when doing business with us. We expect them to comply with local and federal regulations, to ensure sound labor relations are being practiced, and to conduct business free from child or forced labor, slavery and human trafficking.

III. Stakeholder Engagement

This Policy applies to the actions and behaviors of the Company and all colleagues worldwide. This Policy also covers all members of our supply chain including our suppliers. We have outlined specific expectations for our suppliers in our Supplier Code of Conduct.

IV. Governance

This Policy was approved by our Executive Team and shared with our Board of Directors. This Policy will be communicated to our employees and suppliers, and will be available to the public on our corporate website.

V. Reporting

Rapid Micro Biosystems, Inc. is committed to creating an open atmosphere to ensure that concerns and questions are raised so that they can be appropriately addressed. We have zero tolerance for any form of retaliation against colleagues who raise good faith concerns about actual or potential abuses. You can report any suspicion or evidence of human rights abuses in the Company's operations or supply chain to the Company's Compliance Hotline at https://www.integritycounts.ca/org/rapidmicrobio