

Rapidmicro biosystems®

Sustainability Overview

2025

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A Message From Our President and CEO

At Rapid Micro Biosystems, we help biopharmaceutical manufacturers improve the speed, quality, and reliability of product release through automated microbial quality control. As advanced biomanufacturing becomes increasingly important to the future of the industry, we recognize both the opportunity and responsibility that come with serving this critical sector and helping deliver safe, high-quality therapies to patients around the world.

I'm pleased to share our inaugural Sustainability Overview, which outlines how we are formalizing and advancing our approach to environmental, social, and governance practices. While our journey is still in its early stages, these considerations are becoming an increasingly integral part of how we operate, innovate, and grow.

Over the past year, we've made progress in several areas. We have delivered differentiated, growth-oriented technologies that help our customers improve efficiency and consistency in quality control workflows, while taking steps to better understand and manage our environmental footprint, strengthen our governance practices, and invest in our people. We're also completing our first EcoVadis assessment, providing an opportunity to benchmark our performance and identify areas for further progress.

Our approach is grounded in a few key priorities: operating with integrity, supporting our employees and customers, and finding opportunities to reduce our impact while enabling more efficient processes across the industries we serve. As Rapid Micro Biosystems grows, we'll integrate these priorities more deeply into our strategy, operations, and decision-making.

Looking ahead, we're focused on increasing transparency, establishing measurable goals, and building accountability into our approach. We know meaningful progress requires sustained attention. As the business evolves, we're committed to strengthening our practices and building a clearer understanding of our impacts.

I would like to thank our employees for their dedication, as well as our customers, partners, and shareholders for their continued support. Together, we are building a company that delivers innovative solutions while contributing to a more sustainable future.

Rob Spignesi

President and Chief Executive Officer
Rapid Micro Biosystems



About This Report

This tear sheet contains disclosure of environmental, social, and governance (ESG) and sustainability-related topics and performance data we consider relevant to Rapid Micro Biosystems' business, operations, and future outlook. It is informed by the IFRS Foundation Sustainability Accounting Standards Board (SASB) standards for the Electrical & Electronic Equipment industry. The information reported in this document covers the period from January 1, 2025, through December 31, 2025, unless otherwise noted.

About Us

Rapid Micro Biosystems 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.

The company's flagship Growth Direct® platform automates and modernizes the antiquated, manual microbial quality control (MQC) testing workflows used in the largest and most complex pharmaceutical manufacturing operations across the globe. The Growth Direct® platform brings the quality control lab to the manufacturing floor, unlocking the power of in-line/at-the-line MQC automation to deliver faster results, greater accuracy, increased operational efficiency, better compliance with data integrity regulations, and quicker decision making that customers rely on to ensure safe and consistent supply of important healthcare products.

Through 2025, the company has placed 190 Growth Direct systems at over 100 manufacturing sites with approximately 50 customers, including 75% of the Top 20 global pharmaceutical companies by revenue. Target geographies include North America, Europe and the Asia Pacific region.

The company is headquartered in Lexington, Massachusetts, and has U.S. manufacturing in Lowell, Massachusetts, and global locations in Switzerland, Germany, and the Netherlands.

$33,587,000
2025 revenue

171
full-time employees

Sustainability at Rapid Micro Biosystems

Rapid Micro Biosystems is committed to delivering innovative healthcare products of the highest quality, supporting safety and reliability across the industries we serve. We operate responsibly to minimize social and environmental risks, while fostering a supportive, fulfilling workplace and a company culture grounded in strong ethical standards.

Our approach to sustainability is integrated into our business strategy and day-to-day operations, guiding how we manage risks, create long-term value, and engage with stakeholders. Oversight of our sustainability approach, performance, and disclosures is provided by the Nominating and Corporate Governance Committee of the Board of Directors. At the management level, a cross-functional Sustainability Working Group comprising senior leaders from Operations, Finance, Research & Development, Quality, Legal, Human Resources, Investor Relations, and Corporate Communications, supports implementation. Our Chief Financial Officer and Chief Operating Officer participate in and provide oversight to the Sustainability Working Group.

Innovative Products

We develop innovative life sciences technologies that transform how healthcare products are manufactured and quality controlled. By advancing more efficient, reliable, and modern approaches, our solutions support the consistent delivery of high-quality therapies to patients while reducing resource use and operational inefficiencies, driving positive outcomes for both human and environmental health. This focus on innovation underpins our approach to product quality, safety, and sustainability.

Product Quality

Guided by our Quality Policy and Quality Handbook, Rapid Micro Biosystems maintains an ISO 9001-certified Quality Management System (QMS) to ensure consistent product quality and continuous improvement. This cross-functional effort is led by our Head of Quality and supported by leaders across the Company. The Chief Executive Officer, in collaboration with the full senior management team, approves the company's Quality Policy and is ultimately responsible for quality management.

We conduct ongoing quality risk assessments related to our products, processes, and end-user applications, providing a comprehensive view of the product lifecycle and informing product design and development. We provide quality training to necessary personnel to ensure our quality standards are understood and implemented across each phase of the product development process. Internal Audit provides routine assessment of our processes in alignment with the elements detailed in our QMS.

Rapid Micro Biosystems maintains a corrective and preventative actions (CAPA) procedure to address nonconformities with our standards, should they occur. We also ensure mechanisms exist for customers to communicate with the company on matters related to product quality and feedback. In 2025, we are pleased to report zero official product recalls.



Product Safety

Our operations and products are compliant with the European Union's Restriction of Hazardous Substances (RoHS) directive. Rapid Micro Biosystems ensures we adhere to this and other relevant hazardous substance limiting regulations through oversight by our Quality function.

As part of routine quality management, we maintain a quality control release testing procedure for all consumables we process to ensure the absence of contaminants and achievement of quality control specifications in their handling and contents. Quality personnel are trained on laboratory safety requirements and each iteration of Rapid Micro Biosystems' quality control testing procedures.

Product Lifecycle Impacts

We advance product sustainability by designing solutions that maximize operational efficiency and extend the lifecycle of critical equipment. Through proactive maintenance, repairs, and refurbishment, we help customers reduce waste, conserve resources, and minimize the environmental impact of healthcare manufacturing.

Each Growth Direct System comes with a 12-month warranty period, from date of installation, covering travel, labor, and parts for repairs. Once the warranty expires, customers purchase service contracts which continue coverage of travel, labor, and parts for repairs and also covers a preventive maintenance visit. We use both new and refurbished parts for maintenance. During preventive maintenance visits, we implement updated designs or components, as relevant, for efficiency and lifecycle extensions.

We have also implemented a refurbishment and resale program for systems that were previously utilized. Systems go through an inspection to evaluate necessary part replacements in addition to a standard list of items that are replaced during refurbishment. Once refurbishment is complete, the system goes through our standard Quality Control Procedure (QCP) for testing to ensure the unit meets our standards for resale.

PRODUCT SECURITY

The Growth Direct System is deployed behind a customer managed computer, with each customer's IT organization configuring the firewall and maintaining full control over cybersecurity. System communications flow only to the customer computer, which then serves as a proxy to the broader corporate network. This architecture ensures that the Growth Direct System does not directly access customer networks, reducing exposure to cybersecurity risks and supporting secure integration within existing IT environments.

To further safeguard information, the system incorporates configurable user roles and permissions aligned with customer protocols, along with required periodic credential updates to ensure user accounts remain current and to reduce the risk associated with inactive or outdated accounts. We conduct cybersecurity risk assessments on our products to evaluate protections for data exchanged with the Growth Direct System, and we perform penetration testing on systems within our network to validate security performance and identify opportunities for continuous improvement.

Responsible Operations

Rapid Micro Biosystems is committed to operational excellence, integrating safety, quality, and sustainability across all our facilities and processes. Our approach ensures that our operations consistently meet regulatory standards, protect employees, and reduce our environmental footprint.

Health and Safety

Providing a safe and healthy work environment for our employees is foundational to our value proposition. We promote safe workplace behaviors through regular training, proper use of personal protective equipment (PPE), robust safety controls, and senior management-level oversight. All employees are required to comply with applicable health and safety laws, regulations, and internal policies relevant to their positions.

OVERSIGHT

Our Chief Operating Officer oversees the health and safety program at the senior management level. Each Rapid Micro Biosystems site has a designated Safety Officer with defined authority and oversight responsibilities for site operations and associated risks. These officers are supported by a cross-functional Safety Committee that:

- **Reviews incidents and near misses**
- **Conducts root-cause investigations**
- **Supports corrective and preventative action planning**
- **Participates in OSHA and regulatory investigations**



CONTROLS AND PRACTICES

We implement site- and program-specific safety plans tailored to the potential hazards at each lab or company location. These site-level plans define roles and responsibilities, procedures for preventative action, and emergency response protocols. Safety Officers at each site ensure compliance and continuous monitoring of these plans.

TRAINING

Rapid Micro Biosystems maintains job-specific safety training procedures, programs, and schedules to ensure employees have the knowledge and skills necessary to perform their roles safely and competently.

HAZARDOUS CHEMICALS AND BIOSAFETY MANAGEMENT

We enforce comprehensive hazardous chemical and biosafety management policies, integrated into site-level safety plans. These plans promote employee awareness and responsible handling practices, covering proper storage, labeling procedures, PPE use, and defined safety responsibilities. Each site designates a Chemical Hygiene Officer who is responsible for developing, implementing, and reinforcing chemical hygiene plans.

METRIC	2025	2024	2023
Total Recordable Incident Rate (TRIR)	0.55	1.48	0
Lost Time Incident Rate (LTIR)	0.55	1.48	0
Fatalities	0	0	0



Environmental Management

Rapid Micro Biosystems is committed to operating efficiently with minimal external negative impact. Our approach to environmental stewardship is guided by our Environmental Policy, which establishes the guidelines for incorporating environmental considerations into operational decision-making across the Company.

In 2025, we established baseline environmental performance metrics to assess the most significant dimensions of environmental management for our business. We use this data to monitor performance, inform decision-making, and identify opportunities to improve efficiency and reduce resource use and production impacts over time.

Looking ahead, we are expanding our greenhouse gas (GHG) emissions inventory to include priority categories of Scope 3 emissions that are most significant to our value chain.

ENVIRONMENTAL METRICS 2025

243.4 tCO_2e
SCOPE 1 EMISSIONS

670.6 tCO_2e
SCOPE 2 EMISSIONS

91.7 tons
WASTE GENERATION

1,091 cubic meters
WATER USAGE

Resilience and Risk Management

Sustainability considerations are integral to how Rapid Micro Biosystems identifies and manages risk across our operations and value chain. Our risk management approach supports the systematic identification, assessment, and mitigation of key risks, helping to protect long-term value and operational stability.

BUSINESS RESILIENCE

The Company employs a risk-based approach to business continuity planning to enable rapid recovery and the timely restoration of critical operations following significant disruptions. We maintain comprehensive plans, policies, and procedures to safeguard essential systems and functions, supported by business interruption insurance to help mitigate financial impacts.

We also evaluate critical third-party suppliers and service providers to understand and manage dependency risks. To enhance resilience, we have secured alternative locations for manufacturing, storage, office operations, and workforce needs, along with established communication protocols for engaging customers, employees, partners, and regulators during disruptive events. Ongoing employee training reinforces readiness and ensures clarity of roles in the event of a disruption or disaster.

Talent and Culture

We are dedicated to fostering a collaborative, inclusive, and high-performing workplace where employees are empowered to grow and contribute to shared success. Our One RMB culture is rooted in our core values, which guide how we work, innovate, and support one another across the organization.

Employee Engagement

We actively partner with employees to co-create a positive work environment and meaningful corporate culture, supported by ongoing workplace engagement initiatives that reinforce the pride and passion with which RMB employees approach their roles.

Our cross-functional Employee Engagement Committee oversees employee engagement activities that promote recognition, engagement, and support programs while soliciting feedback to improve the employee experience.

ENGAGEMENT SURVEY

In 2025, we conducted an employee engagement survey to assess employee sentiment, satisfaction, and alignment with company leadership and culture.

Our overall engagement score was 74%— which is in line with top-performing companies in the life sciences industry. Results were particularly strong in categories related to culture and values. Insights from the survey are shared with leadership and used to inform our ongoing efforts to strengthen the employee experience.

TOP SCORING THEMES

- Values
- Role Clarity
- Fair Treatment & Inclusivity
- Pride in Work

Beyond formal feedback mechanisms, we host a range of events to create a positive and engaging social atmosphere at the Company. In 2025, these included seasonal team outings and celebrations, a global walking challenge to encourage healthy habits, and organized group volunteering and fundraising efforts supporting the Merrimack Valley Food Bank and Boston Children's Hospital.

At Rapid Micro Biosystems, we actively monitor voluntary and involuntary turnover on a monthly basis as a key indicator of organizational health and talent retention. We leverage industry benchmarks to establish annual targets and consistently maintain turnover below the industry average. These metrics are embedded within our corporate goals and are a shared responsibility across all levels of management. Leaders are accountable for fostering an environment that supports engagement, performance, and retention while ensuring we attract, develop, and retain the right talent to drive sustained success.

Training and Development

We strive to attract a pool of exceptional candidates from diverse backgrounds and support their career growth throughout their tenure. We promote internal mobility and continuous learning for every employee to advance their professional growth and strengthen retention. Employees have access to a range of development opportunities, including structured learning paths, technical on-the-job training, and leadership training.

To further support career advancement, we offer a tuition reimbursement program for full-time employees pursuing continued professional education, providing up to $5,250 annually in educational assistance support.

PERFORMANCE MANAGEMENT

Rapid Micro Biosystems supports employee growth through a centralized performance management and review framework, which we streamlined in 2025. Employees set specific, measurable, and time-bound goals across three areas: company performance, professional development, and personal ambition. Progress is reinforced through two annual reviews and ongoing manager-employee discussions that strengthen accountability to the goals and enable continuous, intentional development.

Corporate Culture and Inclusion

As part of our human capital management strategy, we encourage participation in our employee-led Employee Resource Groups (ERGs). ERGs provide valuable employee perspectives that inform business decisions, enhance engagement and retention, and advance talent development in a competitive labor market.

In 2025, our Women's ERG, established in 2021, evolved into RISE (Rapid Inclusion, Support, and Equity), a broader, inclusive ERG designed to support employees across diverse backgrounds and experiences. RISE fosters an environment where employees feel valued and empowered to contribute meaningfully to our business objectives.

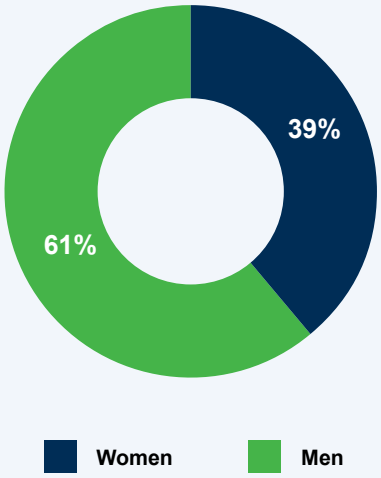
RISE initiatives focus on employee development and engagement, cross-cultural learning, professional networking, and advocacy related to workplace inclusion and equity. Activities include leadership development, mentorship and networking opportunities, participation in professional conferences, community and charitable initiatives, and the recognition and observance of relevant cultural events across the globe. Membership is open to all employees.

RISE is led by an employee leadership team and supported by executive and HR sponsors, ensuring alignment with management priorities, appropriate oversight, and responsible use of Company resources. We believe ERGs such as RISE strengthen organizational resilience by supporting employee engagement, reducing attrition, and promoting diverse perspectives and leadership development.

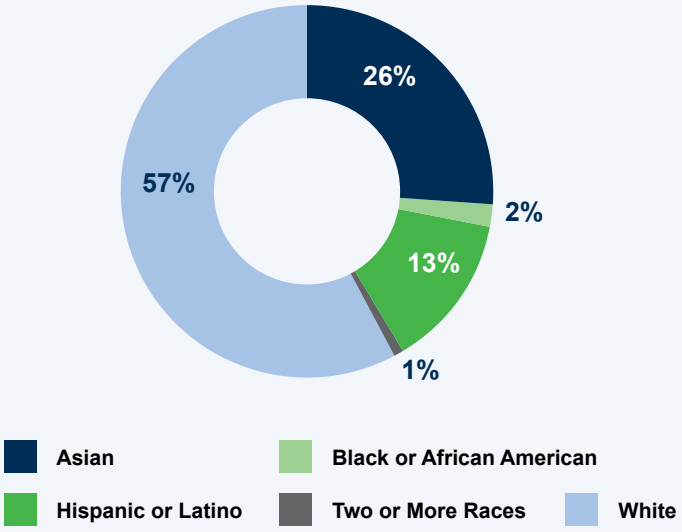
WORKFORCE DIVERSITY

Rapid Micro Biosystems' current demographic composition is comparable to averages for the Navigational, Measuring, Electromedical, and Control Instruments Manufacturing industry, according to the U.S. Bureau of Labor Statistics[1]. We monitor our workforce diversity metrics to understand representation and current-state outcomes of our equal opportunity employer practices.

OVERALL GENDER DIVERSITY[1]



OVERALL RACIAL/ETHNIC DIVERSITY[2]





[1]Rapid Micro Biosystems belongs to the Analytical Laboratory Instrument Manufacturing industry (NAICS 334516), which is a subset of the Navigational, Measuring, Electromedical, and Control Instruments Manufacturing industry (NAICS 3345).

[2]Totals may not equal zero due to rounding.

Benefits and Compensation

At Rapid Micro Biosystems, we provide employees with a competitive total rewards package designed to support their overall well-being and meet diverse needs. We regularly review and enhance our offerings to ensure they deliver strong value and relevant support.

Our health plans offer comprehensive coverage, including preventive care such as annual wellness visits at no cost to employees and their families. Benefits include medical, dental, and vision coverage, as well as access to telehealth services and a Flexible Savings Account (FSA). We also provide an Employee Assistance Program (EAP), offering counseling services, work/life balance resources, and access to legal and financial consultations.

Beyond these core benefits, we promote preventive care and healthy lifestyles through wellness initiatives that encourage positive habits and support employees' physical and mental well-being. These programs help our employees perform at their best while fostering a healthier, more engaged workforce.

GENDER PAY EQUITY

We are committed to advancing gender pay equity as a core element of our talent and total rewards strategy. Ensuring fair and equitable compensation through a pay-for-performance mindset is a guiding principle embedded in our hiring practices, annual compensation planning, and promotion decisions.

As a practice, we actively use a combination of external market benchmarking and internal equity analysis to inform pay decisions across the organization. This approach enables us to:

- Align compensation with market standards
- Promote consistency and fairness across comparable roles
- Identify and address potential disparities proactively
- Support equitable outcomes in hiring, performance management, and career progression

Our leadership team views pay equity as both a responsibility and an ongoing journey. This is reflected in a strong foundation rooted in data-driven decision-making and fairness, which continues to evolve as we refine our approach. We remain focused on cultivating an inclusive workplace where all employees are compensated fairly and have equal opportunity to succeed and grow.

Ethics and Integrity

Rapid Micro Biosystems is dedicated to maintaining strong governance practices and a culture of integrity that guides ethical conduct across all aspects of our business. We uphold clear standards and accountability mechanisms to promote responsible decision-making and build trust with our stakeholders.

Business Ethics

We set high standards for responsible business conduct across our operations and for our employees, contractors, suppliers, and other business partners. Central to this commitment is our Code of Business Conduct and Ethics, approved by our Board of Directors, which serves as the foundation of our business ethics and compliance program. The Audit Committee of the Board holds ultimate responsibility for oversight of our procedures and performance under the Code, while our Chief Financial Officer oversees ethics and compliance efforts at the management level.

To support transparency and accountability, we maintain a confidential Compliance Hotline and online reporting portal. Employees, customers, vendors, or other stakeholders can use these channels to anonymously report concerns or potential violations of any of the Company's ethics policies, including those related to accounting, internal controls, audit matters, fraud, or other compliance or ethical issues. The Compliance Hotline is available 24/7 in local languages where we do business. Rapid Micro Biosystems respects the confidentiality of all reports and enforces a strict no retaliation policy for individuals who raise a concern honestly and in good faith.

HUMAN RIGHTS POLICY

As part of our commitment to responsible business conduct, we adopted a Human Rights Policy that demonstrates adherence to internationally recognized standards and principles that establish individuals' fundamental human rights and labor rights in the workplace.



Data Protection

In an effort to protect our business against cybersecurity threats, we have implemented a cybersecurity risk management program that is integrated with our internal risk management processes and designed to identify and protect against cyber threats as well as to respond to and recover from cyber incidents, as applicable. Our cybersecurity risk management program is informed by industry standards, such as the National Institute of Standards and Technology (NIST) Cybersecurity Framework, and is supported by periodic internal and external information security assessments and testing.

We have also established incident response policies and procedures, overseen by our Information Technology (IT) Director, to review and classify cybersecurity incidents and to define roles and responsibilities for response and remediation in the event of a cyber incident. We also have implemented a process to provide cybersecurity awareness training to employees during onboarding and on an annual basis thereafter.

In addition, we collaborate with third-party advisory firms to periodically review and evaluate our security measures, which informs our ongoing strategy and execution of our cybersecurity program. We also leverage third-party providers to augment our internal security resources, including to support our ongoing monitoring and threat detection capabilities. We have a process to evaluate certain critical third-party providers before engagement as well as periodically thereafter, which may include a review of available audit reports, security documentation, operating controls, and industry reputation, as well as contractual requirements, as appropriate.

In 2025, we have not identified any cybersecurity incidents or threats, that have materially impacted our business; however, we remain vigilant to threats and security incidents that could affect our information or systems.

OVERSIGHT

Our Board of Directors considers cybersecurity risk as part of its risk oversight and has delegated the Audit Committee of the Board of Directors oversight of cybersecurity risks. The Audit Committee oversees management's implementation of the cybersecurity program. We have also established a process for escalation of major cyber incidents, if applicable, to be reported to the Executive Leadership Team and the Audit Committee. Additionally, we conduct periodic meetings to keep the Executive Leadership Team and Audit Committee apprised of our risk management and overall cyber strategy, as appropriate.

Our IT Director leads day-to-day IT operations across all areas of the business and is responsible for advising on the strategic and operational processes related to our cyber risk management program. In addition, we have assembled an IT Steering Committee, which is comprised of the Executive Leadership Team as well as IT management, to support management and to maintain visibility of the status and ongoing strategy of our cybersecurity program.

Supply Chain Management

We recognize the critical role our suppliers play in our ability to serve our customers and deliver the highest quality products. Accordingly, suppliers are expected to adhere to our standards for responsible business conduct and quality assurance. As part of our onboarding process, suppliers undergo screening and are required to complete questionnaires that provide insight into their quality management systems, alignment with GxP standards and FDA requirements, and management practices related to safety and environmental responsibility.

Further, to ensure alignment with our standards for responsible business conduct and respect for internationally recognized human rights, we adopted a Supplier Code of Conduct that sets our expectations for the behavior of our suppliers and other partners with which we do business.

To guide the Company's development and maintenance of a responsible supply chain with regard to critical minerals used in the manufacture of electronic equipment, we adopted a Responsible Minerals Policy that governs our sourcing of conflict-affected and high-risk minerals and our associated due diligence activities.

Corporate Governance

Our Board has adopted Corporate Governance Guidelines, a Code of Business Conduct and Ethics and charters for our Nominating and Corporate Governance Committee, Audit Committee and Compensation Committee to assist the Board in the exercise of its responsibilities and to serve as a framework for the effective governance of Rapid Micro Biosystems.

BOARD COMPOSITION[3]

6
BOARD OF DIRECTORS

Separate
BOARD CHAIR AND CEO ROLES

83%
INDEPENDENT

50%
WOMEN

100%
COMMITTEE INDEPENDENCE

59
AVERAGE AGE

[3]As of June 1st, 2026.

Sustainability Accounting Standards Board (SASB) Index

We align our disclosures to the Electrical & Electronic Equipment industry standard from the IFRS Foundation Sustainability Accounting Standards Board (SASB).

TOPIC	ACCOUNTING METRIC	SASB CODE	RESPONSE
Energy Management	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	RT-EE-130a.1	"Environmental Management" section on page 8.
Hazardous Waste Management	(1) Amount of hazardous waste generated, (2) percentage recycled	RT-EE-150a.1	"Environmental Management" section on page 8.
	(1) Number and aggregate quantity of reportable spills, (2) quantity recovered	RT-EE-150a.2	Not applicable.
Product Safety	(1) Number of recalls issued, (2) total units recalled	RT-EE-250a.1	"Product Quality" section on page 4.
	Total amount of monetary losses as a result of legal proceedings associated with product	RT-EE-250a.2	For information on material monetary losses, please refer to our 10-K.
Product Lifecycle Management	Percentage of products by revenue IEC 62474 declarable substances	RT-EE-410a.1	Not addressed at this time.
	Percentage of eligible products, by revenue, certified to an energy efficiency certification	RT-EE-410a.2	Not applicable to the Growth Direct system or our other services.
	Revenue from renewable energy-related and energy efficiency-related products	RT-EE-410a.3	Not addressed at this time.

TOPIC	ACCOUNTING METRIC	SASB CODE	RESPONSE
Materials Sourcing	Description of the management of risks associated with the use of critical materials	RT-EE-440a.1	"Supply Chain Management" section on page 14; for further information, please refer to our Responsible Minerals Policy.
Business Ethics	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior	RT-EE-510a.1	"Business Ethics" section on page 12; for further information, please refer to our Code of Business Conduct and Ethics.
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	RT-EE-510a.2	For information on monetary losses, please refer to our 10-K.
	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	RT-EE-510a.3	For information on monetary losses, please refer to our 10-K.



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