

HEALTH, SAFETY AND ENVIRONMENT (HSE) POLICY STATEMENT

Anika Therapeutics (Anika) is committed to the health and safety of our employees and the protection of the environment. At Anika we believe Health, Safety, and Environment (HSE) is a value that is purpose driven, empowering our people to manage risk and drive continuous improvement.

Guiding Principles

- Focusing on our ultimate goal of zero workplace injuries and incidents
- Proactively Integrating HSE as a priority into all business activities
- Maintaining compliance with all regulations at our workplaces
- Recognizing HSE achievements and celebrating their successes
- Prioritizing actions to correct and isolate unsafe conditions and work practices
- Promoting employee empowerment with accountability through training and education
- Minimizing impact to the environment by reducing energy and solvent use, water consumption, and waste

Anika management is fully committed to supporting the requirements of this policy to ensure the protection of the health and safety of its employees, the environment, and the community.