

This Slavery and Human Trafficking Statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and applies to Anika Therapeutics, Inc. (incorporated in the United States) and its affiliates, including Anika Therapeutics Limited, incorporated in England & Wales, which is the United Kingdom sales and marketing affiliate of Anika, (collectively, “Anika”).

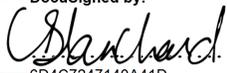
Anika is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Code of Business Conduct and Ethics (the “Code”) reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls, which systems and control help ensure that slavery and human trafficking is not taking place anywhere in our supply chains. Manufacturing in the medical device industry also generally takes place in a highly regulated environment, which we believe helps mitigate the risk of modern slavery in the manufacture of our products.

Anika has systems in place to identify, assess and manage the risks of failing to comply with applicable laws and regulations in its product supply chain.

Anika undertakes the following:

- Anika reviews compliance risks through on-site inspections and reviews at key suppliers’ facilities for the purpose of ensuring that materials incorporated into Anika's products comply with applicable laws.
- Anika Quality teams conduct regular audits to evaluate key suppliers’ compliance.
- All employees are trained on the Code and relevant portions of the Code are communicated to suppliers and distributors.
- Anika requires in its contractual relationships that all distributors agree to the Anika Distributor Code of Conduct and all suppliers warrant to their operating in accordance with applicable laws.

This statement has been approved by the Board of Directors of the Company on June 8, 2022.

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Cheryl R. Blanchard, Ph.D., President and Chief Executive Officer

Anika Therapeutics, Inc.