

908 DEVICES INC.

HUMAN RIGHTS AND LABOR POLICY

Adopted April 17, 2024

908 Devices Inc. (“908 Devices”) supports the fundamental principles contained in the Universal Declaration of Human Rights. 908 Devices’ core values and culture reflect a commitment to uncompromising integrity, ethical business practices, and good corporate citizenship. 908 Devices’ policies and practices reflect its support, respect, and activities to promote human rights within the company’s sphere of influence.

Freely chosen employment: 908 Devices supports the elimination of all forms of forced or compelled labor, including all forms of slavery and human trafficking.

No child labor: 908 Devices condemns all forms of exploitation of children. 908 Devices will not recruit child labor and honors all local minimum age requirements for work.

Fair wages, benefits & leaves: 908 Devices compensates its employees with wages, benefits, and protected leaves that meet or exceed the legally required minimums. 908 Devices will not require employees to work more than the maximum hours of daily labor set by local laws.

No discrimination: 908 Devices’ policies seek to ensure that its employees do not discriminate with respect to employment, and it promotes and embraces diversity in its business operations. Our policies prohibit discrimination based on race, age, gender, sexual orientation, gender identity and expression, ethnicity, religion, disability, national origin or any other protected class.

Safe & healthy work environment: 908 Devices will provide a safe and healthy working environment for all its employees. 908 Devices prohibits violence, harassment, or the threat of either, against its employees.

Freedom of association: 908 Devices respects the rights of employees to form, organize, and join in labor unions, and to collectively bargain in support of their interests without fear of harassment, retaliation or termination of employment, in accordance with local laws and established practice, if desired.

Ethical business conduct: 908 Devices’ Code of Business Conduct and Ethics (the “Code”) requires that business be conducted with honesty and reflects high ethical standards that are the basis for achieving our goals. The Code establishes clear guidelines for how we do business; all employees are expected to comply with the Code.

Supplier environmental and social responsibility code of conduct: 908 Devices’ suppliers are required to support and promote the fundamental human rights referenced in this document.