

Haemonetics Corporation's California Comprehensive Compliance Program Overview

As part of our ongoing commitment to ethics and compliance, Haemonetics has developed a California Comprehensive Compliance Program (“California Program”) consistent with the California Health and Safety Code, Division 104, Part 15, Chapter 8, Sections 119400-119402 (the “Statute”). Our California Program is integrated with our corporate-wide Global Compliance Program which aligns with the U.S. Sentencing Guidelines Manual §8B2.1 for effective compliance and ethics programs, as well as the Compliance Program Guidance for Pharmaceutical Manufacturers issued by the Office of Inspector General, U.S. Department of Health and Human Services (HHS-OIG). Additionally, our Global Compliance Program and California Program are designed in accordance with the AdvaMed Code of Ethics, reflecting our commitment to responsible interactions with healthcare professionals and ethical business practices.

Haemonetics’ Global Compliance Program includes the following key components:

- 1. Written Code of Conduct and Related Policies and Procedures:** Haemonetics Code of Conduct (“Code”) is the cornerstone of the Company’s Global Compliance Program and describes our commitment to operate in accordance with accepted standards of business integrity, company policies and applicable laws and regulations. It has been approved by our Board of Directors and provides the basis for communications among Haemonetics employees about corporate compliance and business ethics matters. All Haemonetics employees around the world are expected to be familiar with and abide by our Code.

Additionally, our Global Compliance Program maintains policies and procedures that are designed to be in line with current laws, regulations, and guidance related to Haemonetics business and prevent any illegal or unethical behavior. All Compliance Program policies are posted on the Haemonetics intranet and accessible to all employees.
- 2. Oversight and Management:** We have designated a Compliance Officer responsible for overseeing the implementation and effectiveness of the compliance program. The Chief Compliance Officer (CCO) reports to the Executive Vice President/General Counsel and is a senior member of the legal department (VP, Associate General Counsel). The CCO directs the Global Compliance Program and, along with Global Compliance personnel, is responsible for developing and implementing policies, procedures, and practices designed to ensure compliance with U.S. Federal health care program requirements as well as applicable laws and regulations, globally. The CCO also provides periodic reports to the Haemonetics Board of Directors.
- 3. Training and Education:** We provide ongoing training and education to all employees and relevant stakeholders regarding compliance with applicable laws, regulations, and internal policies. The CCO and Global Compliance Program personnel develop training programs and communications regarding corporate compliance and business ethics. Global Compliance Program trainings are reviewed periodically and updated and assigned as appropriate by Global Compliance personnel.

4. **Monitoring and Auditing:** Haemonetics Global Compliance Program includes ongoing efforts to proactively monitor, audit and assess compliance with our Code of Conduct and Global Compliance Program policies and procedures. Global Compliance Program personnel conduct ongoing evaluation of elements of our Compliance Program, including performing assessments, testing, monitoring, and auditing of high-risk areas, consulting with business process owners regarding corrective action plans, sharing information about best practices, and performing risk analyses across the organization as needed. Global Compliance Program personnel work in a coordinated fashion with Haemonetics Internal Audit team to execute Compliance Program auditing and monitoring initiatives.
5. **Reporting Mechanisms:** We have established mechanisms for employees and stakeholders to report concerns or suspected violations of compliance policies without fear of retaliation. Haemonetics employees are encouraged and expected to make timely inquiries about, and immediately report, compliance and integrity concerns to the resources identified in our Code of Conduct, which includes Company managers, the Legal Department, Human Resources, and/or the Company's anonymous reporting line, the Haemonetics Integrity Helpline. Failing to report or condoning a violation of applicable law, the Code of Conduct, or a Company policy or procedure may result in corrective action up to and including termination of employment (consistent with Haemonetics Employee Handbook, and to the extent permitted by the applicable laws of the country where the Haemonetics employee is employed by Haemonetics).
6. **Responsiveness and Corrective/Disciplinary Action:** Our compliance program includes procedures for enforcing compliance policies and applying appropriate disciplinary measures for violations. Questions, concerns, and reports of potential violations of our Code of Conduct or related policies reported to the Global Compliance Program are responded to promptly and impartially. All reports raised through the Global Compliance program or reported to the CCO or other Global Compliance personnel, including all reports received through the Haemonetics Integrity Helpline are reviewed by the CCO (or his/her designee) and expeditiously triaged to appropriate functions (e.g., Legal, Human Resources, Finance) for timely follow-up or retained by the Global Compliance Program for appropriate follow-up. If a Global Compliance Program investigation confirms the existence of a compliance issue, the CCO and/or Global Compliance Program personnel will work closely with Company managers to resolve the issue, take necessary corrective action and ensure appropriate disciplinary action.
7. **Annual Dollar Limit:** Our California Program includes an annual spend limit of \$2,000 per individual healthcare professional ("HCP") licensed in the state of California. In addition, any and all transfers of value provided to any HCP, including those licensed in the state of California, must comply with Haemonetics Code of Conduct and relevant policies, including our *Global Interactions with Healthcare Professionals Policy*. This policy prohibits offering or giving gifts or entertainment or any other leisure or social activities to healthcare professionals. Consistent with the Statute, this dollar limit does not include financial support for continuing medical education forums, health educational scholarships, payment for professional services such as consulting at fair market value, or product samples of our medical devices intended for free distribution to patients.

2025 Compliance Declaration for the California Comprehensive Compliance Program

As a responsible entity committed to maintaining the highest ethical standards and compliance with all applicable laws and regulations, Haemonetics Corporation hereby declares its compliance with the California Comprehensive Compliance Program requirements, as outlined in California Health and Safety Code § 119400 et seq.

As of November 19, 2025 Haemonetics Corp. is, to the best of our knowledge, in material compliance with our California Comprehensive Compliance Program and the requirements of California Health and Safety Code Sections 119400-119402. Occasionally, through audits or other means, we may identify potential or actual violations of our compliance program, including the California Comprehensive Compliance Program and annual gift limits. In such cases, Haemonetics promptly investigates and takes appropriate corrective action in line with our policies for addressing noncompliance or misconduct.

Haemonetics Corp. is committed to fostering a culture of integrity and compliance within our organization. We are dedicated to ensuring that our practices not only comply with legal standards but also reflect our values and commitment to ethical conduct in the healthcare industry.

This declaration is made in good faith and reflects our commitment to transparency and accountability in our operations.

For any inquiries or further information regarding our compliance program, or to obtain a copy of this document, please email HCPCCompliance@haemonetics.com or call the Haemonetics Integrity Helpline at 888-224-7060.