

**At PROCEPT BioRobotics,
our mission is to revolutionize
BPH treatment globally in
partnership with urologists by
delivering best-in-class robotic
solutions that positively impact
patients and drive value.**

Dear Stakeholders,

At PROCEPT BioRobotics, we remain committed to our vision of restoring patient lives by delivering life-changing therapy, with the goal of becoming the standard of care for patients with BPH.

2025 marked a year of transition for our company. I joined PROCEPT as President and Chief Executive Officer with a clear focus: to advance patient care in urology while building a company that executes with discipline and accountability. We will make decisions with patients and providers in mind, grounded in safety, durability, and quality of life.

Over the past year, we continued to build momentum in two areas essential to our growth:

First, we sharpened our focus on improving utilization by expanding education and amplifying evidence so that patients and providers better understand the value Aquablation® therapy can deliver. Our next-generation HYDROS® Robotic System combines AI-powered treatment planning with robotic precision to support outcomes in the areas that matter most to patients: symptom relief, preservation of sexual function and continence, and durability.

Second, we strengthened our commercial organization to support growth by refining our commercial structure, adding leadership talent, and building launch capabilities needed to drive consistent execution.

As we continue working to change patient lives, deliver clinical outcomes supported by world-class evidence, and grow our business, we are equally committed to operating the right way. Innovation matters only when it is pursued responsibly—through disciplined quality systems, strong cybersecurity and data stewardship, ethical engagement with healthcare professionals, and a culture that values and respects our employees. Together, these practices build trust with patients, providers, regulators, and investors, and support long-term performance.

This 2025 ESG Report outlines how we are putting that commitment into action across our operations and decision-making.

Sincerely,



Larry Wood

President & Chief Executive Officer



VISION

Restore patient lives by delivering the BPH treatment of choice.

NASDAQ

PRCT

REVENUE 2025

\$308.1M

REVENUE GROWTH (Y/Y)

37%



MISSION

At PROCEPT BioRobotics, our mission is to revolutionize BPH treatment globally in partnership with urologists by delivering best-in-class robotic solutions that positively impact patients and drive value.

Our Approach to ESG Issues

As we, PROCEPT BioRobotics Corporation (“PROCEPT BioRobotics” or “PROCEPT”), continue to develop and evolve, we are committed to sharing updates related to our ESG initiatives and performance. This report represents our communication and transparency with stockholders and other stakeholders about our ESG activities.

ENVIRONMENTAL

Policy

PROCEPT is committed to environmental stewardship and the reduction of our ecological impact. We uphold this commitment through four key pillars:

- **Strategic Waste Management:** Implementing rigorous segregation and recycling protocols to minimize scrap.
- **Energy Optimization:** Actively reducing energy consumption throughout our global operations.
- **Regulatory Excellence:** Focus on full compliance with all applicable environmental laws and industry standards.
- **Operational Evolution:** Setting measurable targets and KPIs to drive continuous improvement through data-backed reviews.



Our San Jose headquarter

Facilities

At our San Jose, CA facility, the Facilities Management team leverages data-driven metrics to advance environmental stewardship. By monitoring and analyzing operational performance, we identify opportunities to reduce waste, conserve resources, and lower our overall carbon footprint. Collaboration with local recycling partners supports our commitment to reducing landfill waste and advancing circular economy practices, where materials are recovered, reused, and recycled to extend their lifecycle and reduce the need for extracting new resources.

Recycling and Electronic Waste Management

We track multiple recycled waste streams, including packaging materials such as cardboard and electronic waste processed through certified destruction facilities.

- **Cardboard Recycling:** Our ongoing program reduces packaging-related waste and supports sustainable material reuse.
- **Electronic Waste:** Whenever possible, decommissioned computers, electronics, prototypes, and laboratory equipment are responsibly recycled to prevent environmental harm.
- **Secure E-Waste Recycling:** Items unfit for reuse are processed by third-party partners who provide **Certificates of Destruction**, ensuring proper disposal.
- **Battery Management:** Used batteries are collected and disposed of through dedicated, environmentally safe protocols.

Hazardous Waste

We are committed to the monitoring and tracking of hazardous waste generation and disposal within our organization. PROCEPT maintains hazardous waste metrics encompassing sources and disposal destinations. These records are periodically maintained and subject to regular audits conducted by the California Unified Program Agency (CUPA).

Energy Management

Energy efficiency is a core strategic consideration in the management of our building portfolio. During 2025, we assessed our building footprint, including detailed analysis of energy consumption patterns and existing efficiency measures. The resulting dataset will support ongoing performance tracking and inform our selection and rollout of energy efficiency measures over the coming years.

Supply Chain

PROCEPT is committed to minimizing environmental impact across our supply chain. Our supply chain team has implemented a returnable loop packaging strategy with key suppliers to promote reuse, reduce single-use materials, and advance circular economy practices. Packaging for inbound components and outbound finished goods is designed to protect product integrity while optimizing material efficiency. All cardboard packaging that cannot be safely reused at our facilities is recycled through approved recycling partners.

We collaborate with a global network of approved suppliers, selected for their ability to meet our rigorous quality standards and uphold responsible business practices. By fostering long-term partnerships with our suppliers and contractors, we support safe operations, reliability, and continuous improvement throughout the value chain.

All cardboard packaging onsite is compacted and baled for recycling.



Our assembly team on the production floor

Conflict Minerals

On August 22, 2012, the U.S. Securities and Exchange Commission (“SEC”) adopted a final rule to implement reporting and disclosure related to “conflict minerals,” as directed by the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010. The rule requires manufacturers who are SEC filers to disclose whether the products they manufacture or contract to manufacture contain conflict minerals in those products. Conflict minerals refer to tin, tantalum, tungsten and gold, regardless of where they are sourced, processed or sold.

Consistent with SEC guidance, as a company that went public in September 2021, we first became subject to the conflict minerals disclosure rules beginning with the 2023 calendar year. Beginning with the 2023 reporting period, we conducted a good-faith reasonable country origin of inquiry (“RCOI”) and due diligence on the origins of conflict minerals necessary to the functionality of our products, if any. This inquiry was conducted to conform materially to the Organization of Economic Co-operation and Development (“OECD”) due diligence framework. On May 30, 2025, we filed a Form SD and the accompanying Conflict Minerals Report for the reporting period from January 1, 2024 to December 31, 2024.

We will continue to monitor, conduct due diligence and disclose information on conflict minerals in our products in accordance with internationally recognized framework and as required by the SEC rules.

We are committed to complying with Section 1502 of the Dodd-Frank Act relating to the use of conflict minerals in our products, so as to promote the use of responsibly sourced minerals and avoid the funding of armed conflict.

SOCIAL

Another crucial aspect of ESG is PROCEPT's impact on society, especially through our human capital policies and programs that benefit our employees. As of December 31, 2025, our team at PROCEPT numbered 888 individuals, marking a 17% increase in our workforce since December 31, 2024. Our workforce is expanding, particularly in the United States, reflecting our commitment to growth and inclusion.

Employee Pay Philosophy and Practice

We are first and foremost a high-performing team with a passion for our patients and a deep belief in our technology and each other. That shared commitment shapes how we work and how we recognize impact.



Leadership in conversation: our CEO and Chief People Officer



We are results driven and focused on paying for performance

This creates an atmosphere of accountability, collaboration, and results. Accordingly, our compensation approach is designed to reward performance and recognize future growth.

Our reward programs are designed to attract, motivate, and retain talent with

competitive, market-based pay practices. We have an annual cash bonus program and broad-based equity incentives that promote value creation and ownership. In addition, we offer a comprehensive benefits package, described in further detail below, including an employee stock purchase plan, a lifestyle wallet (a company-funded stipend for employee wellbeing, growth, and lifestyle needs), and robust benefits focused on whole-person well-being. We believe compensation and rewards should be fair and merit-based, and we are committed to ensuring our practices are free from discrimination on the basis of race, gender or other protected characteristics.

Overview of PROCEPT BioRobotics' Employee Compensation Components

Base Salary: The base salary payable to each employee is intended to provide a fixed component of compensation reflecting the employee's skill set, experience, role, and responsibilities. Base salaries are grounded in market data and on average we target to pay above the market median with the intent to attract and retain talented employees.

Annual Cash Incentives: Our annual incentive compensation rewards our employees based on achieving strategic business results and helps create a "pay for performance" culture through a balance between corporate and individual objectives. For 2025, the corporate portion of annual incentives were based on the achievement of key corporate goals, including revenue, commercial performance, and strategic milestones.

Long-Term Equity Incentives: Equity awards help us attract and retain the best available talent through a focus on delivering long term stockholder value and creating a sense of ownership in outcomes at all levels of the organization.

Short-Term Recognition Awards: We have a culture of teamwork and collaboration with a strong desire to recognize the efforts of cross-functional colleagues that support our success. Our peer-to-peer recognition program allows our team to be generous with their praise of others through intra- and inter- team recognition in the form of modest "thank you" cash awards. We also know that there are times it takes a significant effort, either by an individual or team, to achieve a critical corporate milestone, and we may recognize these incredible accomplishments through additional "Spot Bonus" Cash Awards. In 2025, our peer-to-peer recognition program, AquaAppreciation, continued to help build connectedness and drive engagement among our employees, and strengthen a culture of recognition at PROCEPT.

Through an online recognition platform, employees can recognize team members for demonstrating our company values and contributions. Employees also receive a quarterly allotment of points they can award to colleagues to express appreciation, recognize achievements and acknowledge support. This program has been embraced by our employees, and we believe it is strengthening our sense of community, reinforcing our values, and boosting performance.

Performance Management and Career Development

We have a bold vision to restore patient lives by delivering the BPH treatment of choice, and achieving that vision requires clear priorities and ambitious goals across the organization. Our management team is collectively tasked with setting clear goals, connecting corporate priorities to individual objectives, and supporting employees on how to best achieve our goals, while also driving individual learning, development, and career growth.

We support our employees and managers through an ongoing performance process designed to promote clear communication throughout the year. Managers are encouraged to hold at least two key performance conversations a year with their team members to share feedback, insights, and direction. Employees actively contribute by sharing perspectives on their own accomplishments, roadblocks, and development needs. In addition to these formal touchpoints, we encourage continuous feedback and ongoing performance conversations between managers and employees, including a focus on career development.

Investing in our Managers

We have organized our team members into functional small teams, and we work cross-functionally to drive successful results. To ensure these teams have the best leadership we are committed to developing the most effective managers in the industry. In 2025, we continued to advance our **Spark!** management program, which was launched in 2024. The program is internally designed, developed, and delivered, focused on the conversational competence of our managers in three critical conversations: priorities, performance, and growth.

Spark! begins with an executive spotlight session where our executives share their leadership principles. This is followed by a two-day immersive program focused

on the three conversations, and then participants graduate once they complete one of two virtual electives on either hiring for great culture fit or high performing teams. Feedback from our participants has been that Spark! transforms their thinking and skillset with regard to 21st century management, and provides practical tools for building great new habits.

Since its launch, more than 90% of our managers have completed the program, with clear positive outcomes. Employees report increased investment from their managers, including a stronger focus on timely, constructive feedback that supports performance and professional growth. In 2026, we will continue to offer Spark! to new managers, ensuring they are equipped with the tools needed to build high-performing teams and to drive superior results.

Onboarding our Employees

Starting a new role can be both exciting and overwhelming, and our new hire onboarding program, called **EMBARK**, was designed to foster early connection and commitment to PROCEPT's mission. This immersive, full-day onboarding experience begins with patient stories that highlight the meaningful impact of our work, followed by engaging sessions that help new hires build relationships while learning about the organization in an authentic, approachable way.



Investing in our Managers through our Spark! program

Throughout the day, new hires receive essential information to help them be effective quickly, while also engaging directly with senior leaders through an executive panel and a "Connected Functions" session that illustrates how teams collaborate across the organization. Participants consistently report that EMBARK accelerates their sense of belonging, strengthens engagement, and reinforces their commitment to PROCEPT.



Inclusiveness is valued in our organization because we strongly believe that it drives superior results—and truly reflects the communities we serve and in which we work.

Culture

Our culture of teamwork includes building an inclusive environment where diverse voices are heard and embraced. We are committed to building a team representing a variety of experiences, backgrounds, perspectives, skills, and creating an environment where we bring these together in a synergistic way.

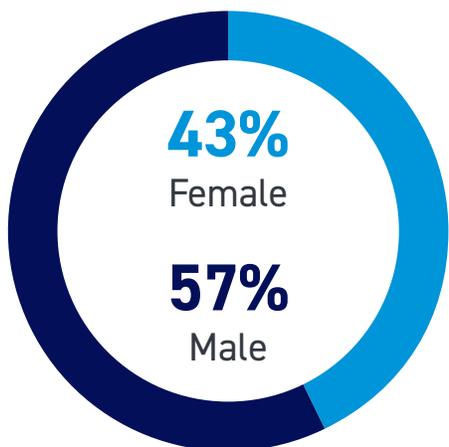
We regularly recognize and celebrate the diversity of our workforce through our communications, events, and volunteerism.

As of December 31, 2025, our global employee workforce was ~43% female and more than half of our U.S. employee workforce were individuals from under-represented communities (defined as individuals who self-identify as Black, African-American, Asian, Hispanic, Latino or Latinx, Pacific Islander, Native American, Native Hawaiian or Alaska Native).

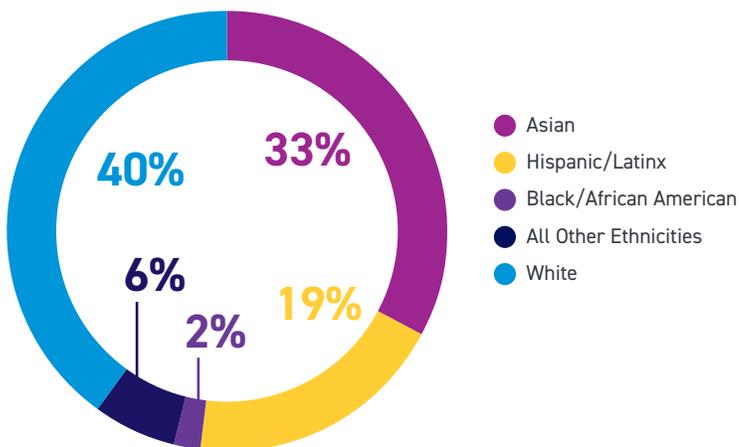


Celebrating Cinco de Mayo

Gender Distribution Global Employees*



Ethnic Distribution U.S. Employees*



*As of November 30, 2025, based on employee self-reported data to PROCEPT



Celebrating Diwali

Monitoring Employee Satisfaction and Engagement

In June 2025, we conducted our annual employee engagement survey, achieving an exceptional participation rate. Our results are a testament to strong employee trust and willingness to share feedback along with confidence that the leadership team will action on input from the survey. The survey results reflect a strong and positive workplace culture, with an engagement score that demonstrates our employees' commitment, satisfaction, and alignment with our company values.

Our engagement score is comprised of questions that measure employees' commitment and level of engagement. The highest-rated survey items highlight that our employees feel deeply committed, take pride in being part of the company, believe in the purpose and impact of their work, and have a clear understanding of how their contributions support our overall success. These results strongly affirm that our people feel they are in the right company, reinforcing our commitment to fostering a purpose-driven, engaging, and fulfilling work environment.

Employee Retention and Investment in Our People

We maintained a healthy and low voluntary attrition rate reflecting our commitment to investing in our employees and fostering a supportive workplace. This achievement was driven by a multi-faceted approach that prioritized employee well-being, career development, and open communication.

Key initiatives included:

- **Enhanced Career Growth Opportunities:** Expanding professional development programs, and internal mobility pathways to support employees' long-term career goals.
- **Listening to and Acting on Employee Feedback:** Addressing concerns highlighted in engagement surveys by implementing meaningful changes in workplace policies and benefits.
- **Well-Being and Work-Life Balance:** Strengthening wellness programs, flexible work arrangements, and mental health support to create a more sustainable work environment.
- **Recognition and Inclusive Culture:** Celebrating employee contributions through enhanced recognition programs and fostering an inclusive, diverse, and collaborative workplace.

Our focus on employee satisfaction and engagement has not only improved retention but also strengthened our overall company culture, ensuring that our workforce remains motivated and aligned with our organizational mission.

Equal Opportunity Employment

At PROCEPT, our values speak to mutual respect and working together to innovate and create a brighter future for our patients. This begins with our commitment to value each employee as an individual who can contribute to our success based on effort, ability, and performance.



We prohibit discrimination and harassment against employees, applicants for employment, and individuals providing services in the workplace pursuant to a contract, based on any characteristic including their actual or perceived: race (including traits historically associated with race, such as hair texture and protective hairstyles), religious creed, color, national origin, citizenship status, ancestry, physical or mental disability, medical condition, genetic information, marital status or domestic partnership status, sex and gender (including pregnancy, childbirth, lactation, and related medical conditions), gender identity and gender expression, age, sexual orientation, military and veteran or other uniformed service member status, and any other consideration protected by federal, state, or local law (collectively referred to as “Protected Characteristics”). This policy applies to all areas of employment including recruitment, hiring, training, promotion, compensation, benefits, transfer, and all other human capital programs.

Complaint Process

Our complaint process is intended to provide employees with a safe avenue to raise concerns in good faith and expect prompt action and resolution and we encourage and believe in a ‘speak up’ culture. We expect employees to immediately report any form of unlawful discrimination or harassment, or any other matter of concern, to their supervisor, any other member of management, or PROCEPT’s People team. We will undertake a prompt, thorough, and objective investigation, and will not retaliate against an individual who files a good faith complaint or participates in any investigation. If we determine that unlawful discrimination or harassment has occurred, we will take remedial action up to and including termination. Appropriate action will also be taken to deter any such conduct in the future. Employees are encouraged to use our procedures as outlined above for reporting any incidents of discrimination or harassment so that complaints can be quickly and fairly resolved. We also provide a whistleblower hotline for anonymous reporting of any potential violations of our policies.



We believe in a ‘speak up’ culture and encourage everyone to raise issues and concerns.

Employee Health, Safety and Security

The health, safety and security of our employees are central to PROCEPT's commitment to responsible business practices and sustainable value creation. We are committed to providing a safe workplace and to complying with all applicable environmental, health and safety laws and regulations. PROCEPT maintains a zero-tolerance policy concerning workplace violence including any threatening or inappropriate behavior on company premises or in connection with work-related activities.

Oversight and accountability for environmental, health, and safety (EH&S) matters are supported by a dedicated EH&S function that is responsible for compliance with all federal, state and local regulations and promotes a culture of continuous improvement. Key activities include injury and near miss investigations, conducting job hazard analyses, monitoring employee exposure

to hazardous chemicals used on-site, and performing ergonomic assessments for repetitive tasks in the office and production environment. The team also monitors hazardous waste generation activities and all waste is disposed through licensed carriers in accordance with applicable regulations. In addition, emergency response training and drills are conducted on a regular basis to enhance preparedness and reinforce security, safety and emergency response procedures. To further protect employees and company assets, we have implemented physical security controls across our facilities, including surveillance systems and security personnel coverage during non-business hours, holidays, and weekends. These measures support workforce well-being, operational resilience, and effective risk management.

Employee Wellbeing

We believe our employees can only be at their best professionally when they can take care of themselves and their families. We maintain a comprehensive wellbeing approach, providing resources to support physical, financial, mental and social wellbeing that allow employees to integrate their work and personal lives. Full-time employees and, where applicable, their dependents are eligible for:

- Medical, dental, and vision coverage
- Access to company paid wellness programs & financial education seminars
- Time-off & Holidays
- 401(k) retirement plan with company match
- Employee stock purchase plan
- Flexible spending account
- Health savings account
- Basic life insurance
- Short and long-term disability insurance
- Employee assistance program
- Gym for onsite employees
- Exclusive employee discounts
- Lifestyle wallet
- Voluntary hospital indemnity and accident plans
- Mental health support

Corporate Governance

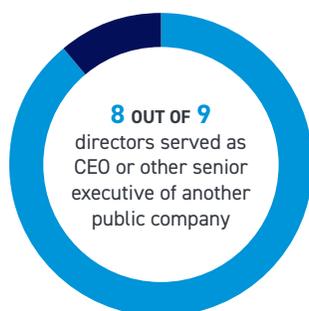
Strong corporate governance is an integral part of our infrastructure and a vital part of our overall ethical business operations.

Our Board of Directors is committed to serving as a prudent fiduciary for stockholders and to overseeing the management of our business and risks. To fulfill its responsibilities and to discharge its duty, the Board of Directors follows, among other policies and regulations, the procedures and standards that are set forth in our Corporate Governance Guidelines, which are available on our [website](#). For additional information about our commitment to corporate governance, please refer to our [proxy statement](#).

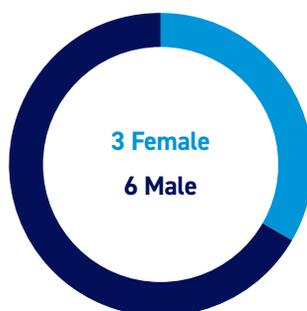
Our Board of Directors currently has nine members, including eight independent directors. Three of our directors are women, one self-identifies as Asian and one self-identifies as Hispanic or Latinx. Our directors are also accomplished professionals from the medical device and healthcare industries, with extensive experience and qualifications across topics such as accounting oversight, governance oversight, sales and commercial development, and medical device innovation and development. For example, eight of our directors have been, or are serving as, directors or senior executives of other publicly traded companies. We believe our directors' broad experience and diverse skills help position our Board of Directors for world-class oversight and governance leadership.

Our robust governance structure is overseen by three standing committees, each of which is composed of only independent directors: The Nominating and ESG Committee, the Compensation Committee, and the Audit Committee.

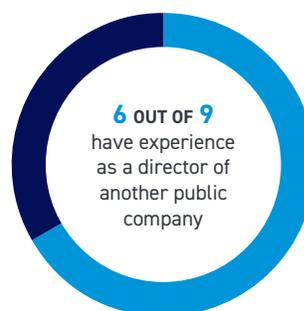
Executive Experience



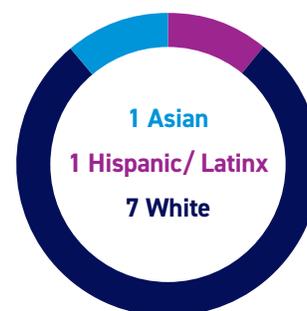
Gender Identity



Board Experience



Demographic Background



Role of our Board of Directors in Risk Oversight

One of the key functions of our Board of Directors is informed oversight of our risks. Our Board of Directors' role in risk oversight is consistent with our leadership structure, with management having day-to-day responsibility for assessing and managing our risk exposure, and our Board of Directors and its committees overseeing management and broadly monitoring risks. Board risk oversight is achieved through receipt of regular reports from committees and management.



Our Board of Directors focuses on the overall risks affecting us, and each of its standing committees has been delegated responsibility for oversight of specific risks that fall within its areas of responsibility. For example:

- Our **Nominating and ESG Committee (“NESG Committee”)** oversees the management of risks associated with our corporate governance practices, the independence and composition of our Board of Directors, in addition to our environmental and social efforts and progress. The NESG Committee is responsible for overseeing our ESG efforts helping to ensure that we consistently execute on our related priorities and initiatives, and provides regular updates to the full Board of Directors on related matters. Relevant topics that have been, or may be, discussed by our NESG Committee, our Board of Directors or other committees include environmental, health and safety matters, product quality and safety matters, succession planning, and leadership development.
- Our **Audit Committee** is responsible for overseeing our major financial, legal and securities regulation risks. These areas may include regulatory compliance, financial reporting, insurance and information security and cybersecurity risks. Our Audit Committee also oversees the steps management has taken to monitor and mitigate risk exposures, including developing guidelines and policies for assessing and managing potential risks.
- Our **Compensation Committee** oversees any risks related to our compensation plans, policies, and benefits programs, as well as risks associated with the people operations of our business, including setting or making compensation recommendation for our executive team, reviewing and approving our incentive compensation and equity-based plans and arrangements, as well as appointing and overseeing any compensation consultants we engage.

Ethics and Integrity

Ethics is a key value at PROCEPT. We are committed to conducting our business ethically and in compliance with all applicable laws. All of our employees, directors, agents, and contractors have a responsibility to comply with laws applicable to PROCEPT and be honest and ethical in all our interactions. We have developed and our Board of Directors has adopted a Code of Business Conduct and Ethics (“Ethics Code”) to provide employees, directors, agents, and contractors with the guidance and resources needed to operate with integrity.



Our Ethics Code is available on [our website](#)

The Ethics Code is designed to deter wrongdoing and to promote honest and ethical conduct; comply with applicable laws, rules, and regulations; identify and disclose conflicts of interest; deter unfair-dealing practices; promote good judgment when giving or receiving gifts; maintain

accurate and reliable records; protect our assets and confidential information; prompt internal reporting of violations of laws, rules and regulations, full, accurate, timely, and understandable disclosure in our reports and public communications. It is the responsibility of each employee to apply common sense, together with their own highest personal ethical standards, in making business decisions, even when there is no specific law, policy, or stated guideline in our Ethics Code.

We expect every employee, officer, and director to read and understand the Ethics Code and understand its application to the performance of their business responsibilities. To support this expectation, all employees are required to review and acknowledge our Ethics Code upon hire and receive ongoing training thereafter.

Comprehensive Compliance Policies

We recognize that we operate in a highly regulated industry, and strong compliance is fundamental to our governance framework and long-term sustainability. Operating in the medical technology industry requires our representatives to comply with a comprehensive framework of rules, regulations, standard operating procedures, policies and practices. Our employees are required by policy to adhere to, and comply with,

all applicable rules and regulations in the conduct of our business and in their day-to-day decision-making. That said, we recognize that our employees, directors, agents, and contractors may encounter situations involving challenges and dilemmas that require careful judgment and complex decision-making. To support our representatives in addressing these potential situations, we have adopted a Whistleblower Policy and maintain an anonymous reporting hotline, which may be used to raise concerns or escalate challenging scenarios. The PROCEPT Ethics hotline allows for anonymous telephone or web reporting and all reports are reviewed by the Chief Compliance Officer and are made visible to the Chair of the Audit Committee. The hotline is available 24 hours a day, seven days a week, and reports may be submitted for any reason at any time. To protect anonymity, all hotline calls are handled by a trained third-party vendor and not directly by PROCEPT. Individuals located outside North America, or those who prefer an online option, may submit concerns through a web-based reporting form. Contact information for these reporting services is included in our Ethics Code and certain other policies and is as follows +1-833-626-1518 (US) or [online](#). In addition to our Ethics Code, we have implemented a range of additional policies and procedures with which



We have chosen to implement a comprehensive compliance program, in part, to ensure we do our part to reduce waste, fraud, and abuse in the healthcare industry, and because we believe that compliance with federal and state laws, as well as industry guidelines, translates into better, more cost-effective patient care.

our employees, officers and directors are expected to comply, as applicable. These policies address regulatory requirements including but not limited to those relating to anti-bribery and anti-corruption, fraud and abuse, anti-kickback, healthcare professional interactions, insider trading, corporate disclosure, and trade compliance. Together, these policies form the foundation of our compliance program. Our compliance program has been designed and implemented considering applicable legal standards, government issued guidelines, and industry standards.

In 2025, we continued to take steps to strengthen and enhance the effectiveness and robustness of our compliance program, including through updating policies, refining processes, and expanding training and education initiatives. These efforts reflect our commitment to continuous improvement and responsible corporate governance. Looking ahead, we intend to further advance our program, including through improving and expanding training opportunities to support a strong culture of compliance across the organization.

Anti-Slavery

We remain committed to upholding human rights and mitigating the risks of modern slavery, while ensuring compliance with local laws across our operations and supply chains. Since 2024, each year, our Board of Directors reviews and approves our Modern Slavery Act Statement, reinforcing our ongoing commitment to preventing modern slavery and human trafficking and to conducting our business in an ethical and responsible manner.

Anti-Bribery and Anti-Corruption

PROCEPT prohibits bribes, kickbacks, or the provision of other improper benefits and advantages to any person or entity, including employees, authorized agents, third-parties that do business with us, officials, or agents of any government, or government-owned or affiliated entity. We are committed to continued adherence to anti-bribery and anti-corruption laws and regulations wherever we operate.

Interactions with Healthcare Professionals

Our interactions with healthcare professionals are governed by external laws, regulations, and industry codes, as well as our internal policies and procedures. PROCEPT is a member of the Medical Device Manufacturers Association (MDMA) and certified as a non-member to abide by the "Code of Ethics on Interactions with Health Care Professionals" published by Advanced Medical Technology Association (AdvaMed), two leading associations for the medical technology industry, offering platforms for policy, advocacy, stakeholder engagement, professional development, and high ethical standards.

Along with our internal policies and procedures governing our interactions with healthcare professionals, we adopted the AdvaMed Code of Ethics on Interactions with Health Care Professionals (the "HCP Code") and our Business Activities Involving Health Care Professionals Procedure. As described in our HCP Code and related procedures, we are firmly committed to complying with all laws and regulations governing our interactions with healthcare professionals, physicians, nurses, nurse practitioners, physician assistants, operating room staff, physical therapists, all hospital employees regardless of title or level, and all employees of healthcare professionals. In addition to the HCP Code and our Business Activities Involving Health Care Professionals Procedure, our Ethics Code and our Global Sunshine Act Reporting Business Procedure also require that payments and other transfers of value to physicians and teaching hospitals are reported to The Center for Medicare and Medicaid Services as required under the Physician Payments Sunshine Act and similar state laws.



Our field trainers who provide HYDROS demonstration session for healthcare professional training

In addition, we have processes in place to help ensure any consulting payments with healthcare professionals are pursuant to a legitimate business need and reflect fair market value for services performed, and that they are tracked and reported in accordance with applicable payment disclosure laws. We disclose payments and transfers of value made to physicians and other healthcare entities, where required by law.

Product Quality and Patient Safety

At PROCEPT, patient safety and product excellence are paramount. We put patient care at the center of everything we do and every PROCEPT employee is dedicated to delivering the highest standard of healthcare. Across the organization, we sustain this commitment by applying world-class quality practices and consistently adhering to all applicable regulatory and Quality Management System (QMS) requirements.

Quality Management System (QMS)

We have instituted a comprehensive, company-wide QMS that underpins our quality objectives. This system is specifically designed to maintain full compliance with ISO 13485:2016, the U.S. FDA Quality System Regulations, as well as the EU Medical Device Regulation. In 2025, we continue to operate fully under the EU Medical Device Regulation following completion of our transition from the EU Medical Device Directives. In 2026, we successfully updated our QMS to comply with regulatory requirements resulting from U.S. FDA's transition from Quality System Regulation (QSR) to Quality Management System Regulation (QMSR). The transition aligns FDA good manufacturing practice (GMP) regulations to the ISO 13485:2016 international standard. Our QMS governs the design, development, manufacturing, distribution, and servicing of the AQUABEAM® Robotic System and HYDROS Robotic System and their related components and accessories. Through disciplined implementation, ongoing maintenance, and continuous improvement of this system, we ensure our robotic systems consistently meet the highest quality standards and satisfy customer and patient needs.



On-site lab and cleanroom space

We also participate in the Medical Device Single Audit Program (MDSAP). Through MDSAP certification, a recognized third-party auditor performs one comprehensive audit that can fulfill the applicable requirements of multiple regulatory authorities, including Australia's Therapeutic Goods Administration, Health Canada, Japan's Ministry of Health, Labour and Welfare and Pharmaceuticals and Medical Devices Agency, and the U.S. FDA. MDSAP audit outcomes are shared with participating authorities as appropriate.

In developing our products, we follow a rigorous design control process structured to minimize risks and ensure patient safety. This process includes five phases:

1. **Concept initiation**
2. **Design ideation and feasibility assessment**
3. **Design verification and validation**
4. **Device manufacturing**
5. **Product launch and post-launch assessment**

As part of our ongoing commitment to improvement, we continually refine our QMS framework based on feedback provided by recurring employee training, periodic management review meetings (including senior leadership), internal audits, and customers.

Employee Quality Training

Our quality policy is communicated to all employees through recurring company-wide sessions as well as role-specific individualized training, and we make it readily accessible across our facilities and through our quality document control system. We require that every employee possess the skills and knowledge needed to perform their duties in compliance with recognized performance standards. To reinforce this objective, we provide on-demand virtual web-based quality training that align with our QMS and applicable regulatory guidelines.

The scope and level of training is tailored to each role, including consideration of the role's direct impact on product safety and quality. We review training requirements on a regular basis and provide additional or specialized training when certain tasks require specific skills or certifications. In addition to routine training, we mandate re-training in circumstances such as updates to training materials or document content, extended time away from performing a particular task, or when a non-conformance is identified.

Management Reviews and Internal Quality Audits

Each year, our management team—including executive leadership—establishes QMS objectives to ensure our system remains suitable, adequate, and effective. These goals are communicated across the organization so that each team member understands their role in meeting product quality expectations and fulfilling regulatory obligations.

Management reviews our progress quarterly to evaluate performance, surface gaps, and identify areas requiring further enhancement. We also plan and execute internal quality audits each year to verify compliance with regulatory and quality requirements and to assess overall QMS effectiveness.

Customer Feedback Reviews

We treat customer feedback as a critical input to continuous improvement of our products and services. Our quality team collaborates closely with the research and development team to monitor post-market feedback, respond to issues as they arise, and incorporate learnings to support ongoing product refinement.

Cybersecurity

To strengthen our position as a trusted partner, PROCEPT remains committed to protecting our information assets and safeguarding the privacy of our employees, partners, customers, and patients. Our IT program is designed to address evolving cyber risks through a layered, defense-in-depth approach that integrates enterprise-wide controls with individual employee accountability. We continuously enhance our cybersecurity and privacy safeguards to protect both PROCEPT data and the data entrusted to us by our stakeholders.

Key elements of our cybersecurity and privacy framework include:

- Mandatory multi-factor authentication across the organization, including secure remote access
- Continuous network monitoring and periodic security assessments conducted in partnership with third-party cybersecurity specialists, including vulnerability testing and access oversight
- Encryption of data in transit using industry-standard secure communication protocols (e.g., SSL/TLS)
- A program designed to identify, monitor, and protect sensitive and regulated data, helping prevent unauthorized access, misuse, or exfiltration across endpoints, email, cloud applications, and networks

Management Approach

Our Audit Committee is responsible for periodically reviewing and deliberating with our management team on policies, practices and risks related to our information systems, information security and cybersecurity.

Our cybersecurity team operates within the IT department, with the head of IT reporting directly to the CFO and regularly presenting updates to the Audit Committee on cybersecurity policies, procedures, risk management, and mitigation efforts.

Our IT department is responsible for conveying established security policies, standards, guidelines, and procedures to employees and contractors. Meanwhile, department management ensures that their employees,

contractors, and third-party users implement security controls in compliance with these established policies, standards, and procedures.

Members of our IT department hold various cybersecurity-related certifications, including Certified Information Systems Security Professional (CISSP), Certified Information Security Manager (CISM), and Certified Data Privacy Solution Engineer (CDPSE).

We also maintain a written incident response plan to ensure preparedness and protection in the event of a security incident. All incidents are investigated and analyzed for potential impact, with the appropriate departments, individuals, and executive management being notified of any such impact as part of the incident response process.

In 2025, we continued our cybersecurity improvement efforts by implementing actions to close several gaps identified through a CIS NIST 2.0 assessment and strengthening related controls.

In addition, we established a business continuity standard to ensure the backup and recovery of data and systems in circumstances such as natural disasters, system failures, or errors.

Cybersecurity Training

PROCEPT's cybersecurity awareness training emphasizes user awareness, with emphasis on phishing and malware risks and security best practices. We require cybersecurity training for all new employees as part of onboarding.

To strengthen employee vigilance, we run regular email phishing simulations to help staff recognize and defend against phishing attacks commonly used by threat actors. We have enhanced this training with a more risk-focused approach. Employees who do not pass phishing tests are placed in a high-risk group and assigned additional, more in-depth follow-up training.

This targeted training approach enhances the effectiveness of our Security Program by directing additional support to employees who may need more guidance. We continuously monitor outcomes from our follow-up training and refine the training materials to address deficiencies identified through testing results.



For questions related to our ESG initiatives, please contact:

Alaleh Nouri

EVP, Chief Legal Officer & Corporate Secretary
a.nouri@procept-biorobotics.com

Forward-Looking Statements

This report contains forward-looking statements within the meaning of federal securities laws, including statements regarding current and future compliance and sustainability initiatives, anticipated environmental, social and governance policies and practices, expectations and estimates regarding market sizes and growth potential, new indications, the potential utilities, values, benefits and advantages of Aquablation therapy performed using our products, including AquaBeam® Robotic System, and HYDROS® Robotic System, which involve risks and uncertainties that could cause the actual results to differ materially from the anticipated results and expectations expressed in these forward-looking statements. You are cautioned not to place undue reliance on these forward-looking statements. Forward-looking statements are only predictions based on our current expectations, estimates, and assumptions, valid only as of the date they are made, and subject to risks and uncertainties, some of which we are not currently aware.

Forward-looking statements should not be read as a guarantee of future performance or results and may not necessarily be accurate indications of the times at, or by, which such performance or results will be achieved. These forward-looking statements are based on our current expectations and inherently involve significant risks and uncertainties. Actual results and the timing of events could differ materially from those anticipated in such forward-looking statements as a result of these risks and uncertainties. These risks and uncertainties are described more fully in the section titled "Risk Factors" in our filings with the Securities and Exchange Commission, including our annual report on Form 10-K for the year ended December 31, 2025 and in our other public filings. We do not undertake any obligation to update forward-looking statements and expressly disclaims any obligation or undertaking to release publicly any updates or revisions to any forward-looking statements contained herein. These forward-looking statements should not be relied upon as representing our views as of any date subsequent to the date of this report.



**This 2025 ESG Report is
our commitment to responsible
innovation, environmental
stewardship, social impact,
and ethical governance.**

PROCEPT
BIOROBOTICS®

procept-biorobotics.com

© 2026 PROCEPT BioRobotics Corporation. Aquablation, AquaBeam, FirstAssist AI, HYDROS, PROCEPT BioRobotics, and the PROCEPT BioRobotics logo are trademarks and/or registered trademarks of PROCEPT BioRobotics Corporation in the U.S. and other countries and regions.