

# Asensus Surgical, Inc.

## Code of Business Conduct and Ethics

(Latest Revision: October 27, 2022)

### I. Introduction

#### **Our Commitment to the Code**

Asensus Surgical, Inc. and its subsidiaries (collectively, the “*Company*”) are committed to maintaining high standards of business conduct and ethics. This Code of Business Conduct and Ethics (this “*Code*”) reflects the business practices and principles of behavior behind that commitment. This Code applies to all employees, including officers, and directors of the Company, including, without limitation, the chief executive officer, chief financial officer, principal accounting officer or controller, or persons performing similar functions. This Code also applies to those conducting business on the Company’s behalf, such as consultants, contractors and distributors. We expect each employee at every level of the Company to read and understand this Code and abide by it in the performance of his or her business responsibilities.

#### **Voicing your Concerns**

Calling out potentially illegal, unethical, or even uncertain actions is important. It protects our customers, coworkers, our personal and professional integrity, and our reputation. You should feel encouraged to ask questions and empowered to express concerns made in good faith – with honesty, sincerity, and without malice.

If you encounter a situation or are considering a course of action and its appropriateness is unclear, or if you wish to ask questions about the Company’s Code, discuss the matter promptly with your supervisor, the Chief Compliance Officer (CCO), Chief Legal Officer (CLO) or our Chief Executive Officer. If you are aware of a suspected or actual violation of Code standards by others, you have a responsibility to report it.

The CCO or their designee oversees this program and can address any questions or concerns. The term “CCO” as used herein shall mean the Chief Compliance Officer or their designee. The CCO may be reached at [compliancesupport@asensus.com](mailto:compliancesupport@asensus.com) and the CLO can be reached at [chieflegalofficer@asensus.com](mailto:chieflegalofficer@asensus.com). You may also speak with your supervisor or our Chief Executive Officer.

#### **Ethics Hotline**

You may contact our Ethics Hotline via toll-free call (1-888-335-9501), emailing ([asensus@signius.com](mailto:asensus@signius.com)) or website (<http://www.thecompliancepartners.com/asensus>) if you wish to report actual or suspected violations of this Code. The Ethics Hotline is administered by an independent compliance provider to ensure confidentiality. You may make your contact anonymously, although the CCO or Company legal counsel may be unable to obtain follow-up details from you that may be necessary to investigate the matter. Your contact with the Ethics Hotline will be kept strictly confidential to the extent reasonably possible within the objectives of

this Code.

### **Non-Retaliation Policy**

We wish to assure each employee who reports a violation or potential violation of this Code, to the extent practicable, remain anonymous. Under no circumstances will any employee be subject to any disciplinary or retaliatory action as the result of filing a report of a violation or a potential violation in good faith. Anyone who engages in retaliation against someone who asks questions or voices a concern will face discipline, up to and including termination, regardless of that person's position or stature with the company. Concerns in this area should be reported to the head of the People Team or to any executive officer.

### **Compliance with the Code of Business Conduct and Discipline**

The Company strives to serve the overall interests of our customers, suppliers, employees, communities, and stockholders. The Company believes that strict compliance by all directors, officers and employees with this Code will best serve the interests of the Company and these constituencies. Accordingly, violations of this Code will not be tolerated and will result in penalties ranging from warnings and reprimands to discharges as deemed appropriate by the Company. Willful disregard of criminal statutes underlying this Code may require the Company to refer such violation for criminal prosecution or civil action.

Each supervisor has the responsibility for employees, including agents, and other representatives of the Company under his or her direction to: (1) continually stress to all employees the need for a commitment to the principles of this Code; (2) ensure that their departments operate in accordance with the highest principles of business ethics; and (3) maintain a workplace environment that encourages open communication regarding the importance of operating under these principles and to reinforce the lines of communications available to employees to resolve concerns related to this Code.

Each director, officer and employee of the Company is charged with the responsibility of familiarizing himself or herself with this Code and reporting each violation or potential violation of this Code of which he or she becomes aware. The Company strongly encourages employees to work with their supervisors on matters concerning the interpretation and application of the Code and in making reports. If any employee feels that he or she may not discuss a particular situation with his or her supervisor, such employee should feel free to discuss the matter with any of the executive officers of the Company.

### **Lawful, Honest and Ethical Conduct**

The Company's policy is to be a good corporate citizen of the countries in which it does business. A necessary aspect of this policy is the responsibility to obey all laws and regulations which are applicable to us. We must obey not only the letter, but also the spirit, of the law. This Code discusses obligations with respect to certain laws that directly affect the way we do business, such as those covering the manufacture, marketing and sale of medical devices, environmental laws, antitrust laws, laws relating to the Company's stock, stock options and other stock awards, and those governing the Company's relationship with our directors, officers, and employees. However, the policy to obey the laws extends to all laws, not only the ones discussed below.

Another critical aspect of being a good corporate citizen is to promote high standards by

conducting our affairs in a clearly honest and ethical manner. Even the appearance of ethical impropriety is to be avoided. Integrity is, and must continue to be, the basis of all our corporate relationships. These policies were established in the firm belief that it is both right and in the best interest of the Company to act in accordance with them. The corporate policies outlined here should be understood and followed by every director, officer, employee, contractor, and distributor who acts on behalf of the Company anywhere in the world.

Violation of these policies could, in many instances, subject the Company and the individuals involved to criminal or civil actions, fines, and lawsuits for damages. Also, violation of these policies could result in discipline up to and including termination of director status or employment. Employees can obtain advice concerning these policies from the persons to whom they report or directly from one of the Company's executive officers. On doubtful questions you should seek and receive advice in advance of taking action.

## II. Interactions with Each Other

### **Good Employee Relations Should be Maintained**

The Company seeks to establish and maintain its reputation as an outstanding employer and to ensure high levels of employee motivation and commitment. It is the Company's policy to treat applicants and employees without regard to race, color, religion, sex, sexual orientation, age, national origin, handicap, or veteran status; to provide challenging opportunities for individual growth and advancement; to ensure open communication throughout the organization in order to resolve problems or complaints; to strive to protect its employees' health and safety; to provide a work environment free from harassment; and to comply with all laws relating to employees.

### **Anti-harassment**

The Company is committed to a work environment in which all individuals are treated with respect and dignity. Everyone has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits unlawful discriminatory practices, including harassment.

Therefore, the Company expects that all relationships among persons in the office will be business-like and free of bias, prejudice, and harassment.

Harassment can include verbal, written or physical conduct that denigrates or shows hostility or aversion toward an individual because of his/her race, color, religion, gender, sexual orientation, national origin, age, disability, marital status, citizenship, genetic information or any other characteristic protected by law or that of his/her relatives, friends or associates, and that a) has the purpose or effect of creating an intimidating, hostile or offensive work environment; b) has the purpose or effect of unreasonably interfering with an individual's work performance or c) otherwise adversely affects an individual's employment opportunities.

The Company will not tolerate or allow participation in any type of conduct prohibited by our *Anti-harassment Policy and Complaint Procedure*.

## III. Interactions with Others

### **Good Community Relations Should be Maintained**

The Company has a commitment to function as a good corporate citizen. The Company recognizes that constructive interaction with society and a positive relationship with host communities are important to business success. These goals are achieved by conducting business, whenever possible, so as to contribute to the overall economic vitality of the host community; by operating our facilities in accordance with applicable laws; and by supporting and encouraging public policies that enhance the proper operation of the business and take into account legitimate employee and community interests. Each director, officer and employee is a representative of the Company in the community in which he or she lives and works. Directors, officers and employees should therefore act in a manner which enhances the Company's relationships with the communities in which it does business.

### **High Standards of Quality Should be Maintained**

A commitment to quality is essential to the Company, especially in the medical device business. The Company is dedicated to the development, manufacture, and delivery of high quality products meeting both our own quality standards and our customers' requirements. In addition, all our products must be manufactured in accordance with laws, including good manufacturing practices. To ensure compliance with these policies, we have implemented extensive quality control and testing procedures. All employees are responsible for maintaining the high quality of our products. Each employee must bring to his or her supervisor's attention any lapse in quality control or testing procedures. If an employee is not satisfied with the actions taken, he or she should bring the matter to the attention of any of the executive officers of the Company.

### **Compliance with Health Care Regulations; Full Disclosure to Physicians Is Required**

As a manufacturer, seller and distributor of medical devices, the Company has developed and is implementing and refining its compliance program and policies for compliance with U.S. and non-U.S. laws, rules and regulations related to health care and medical device companies.

As a manufacturer of medical devices, the Company intends to keep the medical profession fully informed of the uses, safety and contraindications of our products and, where appropriate, of their operational requirements and characteristics. This policy will be implemented by the use of package inserts, mailings to physicians and other health care professionals, the dissemination of other educational or promotional materials, as well as through oral presentations by our trained professional service representatives. The Company follows the rule that the essential information given must be consistent both within the worldwide body of scientific knowledge pertaining to the products in question and with local requirements of good medical practice and governmental regulation.

## IV. Interactions with the Company and Stockholders

### **Conflicts of Interest Are to Be Avoided**

A conflict of interest can occur when our own personal activities or interests – or those of someone close to us – conflict with the best interest of our Company. The Company respects the rights of its directors, officers, and employees to manage their affairs and investments and does not wish to impinge upon their personal lives. At the same time, situations should be avoided that present a potential conflict between their interests and the interests of the Company. Also, proper attention should be paid to the Company's best interests and any investment or association that interferes with the independent exercise of sound judgment in the Company's best interests should be avoided. Accordingly, we must be careful to avoid situations where our personal interests could conflict or appear to conflict with the interests of the Company. Where a conflict exists, it must be resolved to the satisfaction of the Company for the relationship to continue.

Circumstances that may give rise to conflicts of interest are not always obvious. There are many areas of uncertainty, as well as conflicts, which arise despite best intentions. To avoid potentially damaging effects on both the Company and the individual, the Company asks employees to promptly disclose to their supervisors any facts or circumstances that may involve, or appear to involve, a conflict of interest. Such disclosure can assist employees in resolving honest doubts as to the propriety of a particular course of conduct.

Circumstances which could involve conflicts of interest which should be avoided include: personal or family financial interests in a competitor, supplier, or customer; employment by a competitor in any capacity; placement of business in a firm owned or controlled by an employee or a family member; employment of relatives (any person who is related by blood or marriage, or whose relationship with the director, officer or employee is similar to that of persons who are related by blood or marriage) in a direct working relationship; acting as a consultant to a customer or supplier; or acceptance of entertainment, gifts, payments, services or travel which have more than a nominal value from those seeking to do business with the Company. While there may be appropriate business reasons for accepting business courtesies such as meals, services or travel, sound judgement must be used in order to avoid a real or perceived transfer of value that may reasonably be deemed by others to affect their judgment or actions in the performance of their duties.

Loans by the Company to, or guarantees by the Company of obligations of, employees or their family members are of special concern and could constitute improper personal benefits to the recipients of such loans or guarantees, depending on the facts and circumstances. Loans by the Company to, or guarantees by the Company of obligations of, any director or officer or their family members are expressly prohibited.

### **Company's Assets Should be Preserved**

Each director, officer and employee has a responsibility to preserve the Company's assets, including its property, plants, equipment and resources. Inherent in this responsibility is the duty to not misuse the assets of the Company. The use of Company assets or the use of the services of Company personnel for non-Company purposes is improper.

## **Company's Proprietary Information Should be Safeguarded**

In addition to preserving and not misusing the tangible assets and resources of the Company, we must also protect the Company's intellectual property. Such intellectual property includes scientific and technical knowledge, know-how, and the experience developed in the course of the Company's activities, including information the Company develops in research, production, marketing, sales, legal, and finance. Such information is a vital asset of the Company, essential to our continued success.

This information is highly confidential. It should be protected and not disclosed to outsiders. Its loss through inadvertent or improper disclosure could be harmful to the Company. Employees are required to sign agreements reminding them of their obligation not to disclose the Company's confidential information, both while they are employed and after they leave the Company. Loyalty, integrity, and sound judgment both on and off the job are essential to the protection of the Company's proprietary information.

## **Maintenance of Corporate Books, Records, Documents and Accounts; Financial Integrity; Public Reporting**

It has always been the policy of the Company to maintain the integrity of its financial records and to assure its financial statements fairly and accurately reflect the financial condition and results of operations of the Company. All funds and assets of the Company are to be recorded in its records of account and are not to be hidden. No false or artificial entries shall be made in the records of the Company for any reason, and no payment on behalf of the Company shall be approved or made with the intention or understanding that any part of such payment is to be used for any purpose other than that described by the documents supporting the payment.

Employees who collect, provide or analyze information for or otherwise contribute in any way in preparing or verifying our internal reports, reports filed with the Securities and Exchange Commission or press releases issued by the Company should strive to ensure that our financial and other disclosure is timely, accurate and transparent and that our reports and press releases contain all of the information about the Company that would be important to enable stockholders and potential investors to assess the soundness and risks of our business and finances and the quality and integrity of our accounting and disclosures.

Any employee having information or knowledge of any hidden fund or asset, of any false or artificial entry in the books and records of the Company, or of any such payment shall promptly report the matter to the CCO, CLO or the CEO. Additional information dealing with this subject is contained in published corporate and financial policies.

## **Employees' Personal Information Should be Safeguarded**

The Company respects the confidentiality of personal information of employees and service providers. The Company uses this information to support functions such as benefits, compensation, and payroll, as well as for other purposes as required by law. We are committed to ensuring the processing of this personal information is in material compliance with relevant applicable laws. Such personal information should not be used or disclosed improperly or used by someone who is not authorized to do so.

Our "*Privacy Policy*" establishes guidelines to ensure data privacy rights are recognized and respected, and that appropriate protection is applied to the Company's processing of personnel personal data.

## **Electronic Communication and Internet Use and Social Media-Acceptable Use**

The use of social media to disclose, describe or discuss Company business and information is disclosure of information about the Company and, therefore, all such communications are subject to the requirements of this Code, and to the confidentiality and non-disclosure obligations in the Company's insider trading policy, Regulation FD policy and the confidentiality and non-disclosure agreements signed by each employee and consultant. Please also see the Electronic Communication and Internet Use and Social Media – Acceptable Use policies in the Company's Employee Handbook.

## V. Interactions with Laws and Regulations

### **Insider Information and Trading; No Hedging**

The Company's insider trading policy forbids its directors, officers and employees from using, for personal advantage, information that they acquire during the course of their director status or employment with the Company that has not been publicly disclosed ("*inside information*"). This information could be used for personal advantage in a number of ways. One way is associated with trading in the Company's stock or listed options.

The trading of the Company stock or listed options in the market, by an officer, employee or director based upon material inside information, or by others who have acquired inside information from the officer, employee or director, is forbidden. Such trading, in addition to raising obvious ethical considerations, subjects the user of such information to legal risks, including fines and incarceration, and could prove embarrassing or harmful to the individual and to the Company. All employees must exercise caution not to disclose inside information to outsiders, either intentionally or inadvertently, under any circumstances, whether at meetings held as part of the business day, at informal after-hours discussions or via social media.

Even after information has been publicly disclosed through appropriate channels, a reasonable time should be allowed to pass before trading in the Company's stock or listed options to allow for public dissemination and evaluation of the information. In addition to the above, none of us should buy or sell securities in any other company about which we have material inside information obtained in the performance of our duties at the Company.

The Company has a separate Insider Trading Policy available to all directors, officers, and employees from the Chief Legal Officer. Because it is often difficult to determine whether the standards described above have been satisfied, to prevent inadvertent violation of the Company's policy or of the securities laws, directors, officers, and employees who have questions should consult with the CCO or the CLO prior to engaging in any transaction involving the Company's stock, listed options or stock options or other stock awards.

This Code prohibits any director or executive officer of the Company from hedging their ownership of the Company's stock, including trading in publicly-traded options, puts, calls or other derivative instruments related to the Company's securities. In addition, any directors and executive officers are prohibited from selling "short" our securities to the extent required by federal securities laws.

## **The Bribery of Government Officials Is Forbidden**

Bribery of government officials in the conduct of its business throughout the world is strictly forbidden. The Company takes this position not only because such payment would be in violation of the law but also because of the Company's commitment to good government and the fair and impartial administration of the laws.

United States law makes it a felony to offer or give anything of value to a government official because of any official act performed or to be performed. In addition, most government agencies have strict standards, which their employees must follow regarding the receipt of gifts, entertainment, meals, or other things of value.

## **Commercial Bribery is Prohibited**

The Company's success in the market is based on the value provided to its customers through the delivery of quality products and services. The Company does not seek to gain any improper advantage through the use of entertainment, meals, other business courtesies or gifts. Accordingly, their use under circumstances which might infer that favorable treatment is being sought must be avoided. It is imperative that when we meet with customers, we exercise good judgment and moderation in providing business courtesies and offer them only when appropriate and in accordance with reasonable and lawful customs in the marketplace.

The Company has a policy of prohibiting anyone acting on behalf of the Company from directly or indirectly engaging in commercial bribery. "Commercial bribery" deals with furnishing something of value to an agent, without the knowledge of the agent's principal, in the hope that the agent will influence the principal's commercial conduct. An example would be paying money or giving a gift to an employee of a customer, without the knowledge of the customer, in the hope that the employee will influence the customer to purchase our products. Engaging in commercial bribery is unlawful under the laws of the United States and the laws of a number of states, as well as under the laws of a number of countries outside the United States.

## **Federal Corporate Political Contributions Are Prohibited**

As a corporation, the Company is prohibited by United States' law from contributing to candidates for federal office. Of course, this does not mean that directors, officers, and employees of the Company cannot contribute to candidates or otherwise take part in the political process. In fact, the Company encourages participation in public affairs and political activities. Each of us must recognize, however, that our participation must be on an individual basis, on our own time, and at our own expense. Under no circumstances will the Company provide reimbursement for contributions to the campaign of any candidate for federal, state, or local office or to a political party.

## **Competing Fairly and Complying with Antitrust Laws Is Essential**

It is the Company's policy to compete fairly and legitimately and to comply with antitrust and competition laws. The antitrust and competition laws apply to many aspects of business behavior, and those who have responsibility in areas of the business to which these laws apply must be aware of them and their implications.

The United States antitrust laws and the competition laws of many other countries and organizations prohibit agreements and activities that may have the effect of reducing competition without providing counterbalancing benefits to consumers. Agreements and activities which are prohibited include: agreements with competitors to fix or control prices; agreements with competitors to allocate products, markets or territories; agreements to boycott certain customers

or suppliers; agreements to refrain from or limit the manufacture, sale or production of any product; or reciprocal purchase arrangements or tie-ins.

To ensure that the Company avoids these illegal agreements, there are to be no discussions or other contacts, direct or indirect, with competitors regarding (1) prices to be charged by the Company or others or regarding other terms and conditions of sales, (2) the territories or markets in which products will be sold, (3) persons or companies to whom products will not be sold. The same applies to the company's suppliers and customers, except that discussions are permitted regarding the Company's sales to such customers or purchases from such suppliers.

Because of the complexity of the United States antitrust laws and the competition laws of other countries and organizations like the European Economic Community, you should consult with the CCO or the CLO when any situations arise which may result in a violation of these laws. In addition, because the United States antitrust laws and the competition laws of other nations and organizations may be applied to international operations and transaction, employees should seek the advice of the Company's legal counsel when questions covering international activities arise.

### **Complying with Environmental Laws is Essential**

The Company must fully comply with all federal, state, local and foreign laws relating to the protection of the environment in the conduct of its business. It is recognized that the use of hazardous materials is unavoidable. However, we have an obligation to use and store these materials properly to ensure that contact with the environment is minimized and limited to established accepted circumstances. All wastes which are generated must be stored as required by applicable law and must be recycled or disposed of as required by applicable law. Employees must report, in accordance with applicable Company policies, any circumstances under which hazardous materials or wastes come in contact with the environment, are improperly handled or disposed of, or where a potential violation of the environmental laws may exist.

### **Observe Restrictions on International Trade and Avoid Illegal Boycotts**

U.S. law prohibits the exportation of products and technology to certain countries and trading partners, and trading restrictions may also be imposed by the laws of other countries in which the Company manufactures products. Since the application of these laws depends on the type of products and the countries involved, the Company's legal counsel should be informed of any proposed new business relationships involving international trade.

The Company may receive requests to participate in a boycott imposed by one non-U.S. country against another country that is friendly to the U.S. Participation in any such boycott violates U.S. law, and anyone receiving such a request is required to report it. Employees should be alert to boycott provisions in forms that they receive from other companies, such as contracts, requests to bid, letters of credit, and purchase orders. If any document contains language that may potentially be boycott-related, the Company cannot sign the document, and it must be provided promptly to the CCO or the CLO for proper handling.

### **Waivers**

Any waiver of this Code for executive officers including, where required by applicable laws, our principal executive officer, principal financial officer, principal accounting officer or controller (or persons performing similar functions) or directors may be authorized only by our Board or the Audit Committee through such authority duly delegated to the Audit Committee by the Board and will be disclosed to stockholders as required by applicable laws, rules and regulations.

# Asensus Surgical, Inc.

## **Code of Business Conduct and Ethics**

I, \_\_\_\_\_, acknowledge that I have received, read and understand the Asensus Surgical, Inc. Code of Business Conduct and Ethics.

I agree to abide by the business practices and principles of behavior established in this Code.

I understand that I may contact the Asensus Surgical Ethics Hotline via toll-free call (1-888-335-9501), email ([asensus@signius.com](mailto:asensus@signius.com)) or website (<http://www.thecompliancpartners.com/asensus>) if I wish to

report actual or suspected violations of this Code.

### **Director/Employee/Contractor/Distributor**

**Signature:** \_\_\_\_\_

**Print Name:** \_\_\_\_\_

**Date:** \_\_\_\_\_

### **Supervisor:**

**Signature:** \_\_\_\_\_

**Print Name:** \_\_\_\_\_

**Date:** \_\_\_\_\_

***Please Return to the Chief Legal Officer Upon Completion.***