



Position on Human Rights

Intuitive is committed to high standards of business conduct and corporate social responsibility. Throughout our company, operations, and supply chain, we strive to respect human rights, to avoid complicity in human rights abuse and to take steps to address human rights impacts.

Respecting human rights is a shared responsibility, and Intuitive believes that respecting human rights is core to our mission of improving patients' lives through life-enhancing minimally invasive healthcare.

Governance and Oversight

Our Board of Directors, through its Governance and Nominating Committee and Audit Committee, oversees environmental, social, and governance (ESG) matters at Intuitive, including human rights-related compliance and supply chain matters.

Our cross-functional Compliance Committee oversees Intuitive's compliance with applicable laws, including those related to human rights. It is led by our Chief Legal and Compliance Officer and is responsible for the development, implementation, maintenance, and administration of our compliance programs. Our Position on Human Rights has been reviewed and approved by the Chief Legal and Compliance Officer.

For more information on ESG governance at Intuitive, see our annual TCFD report.

Commitments

Intuitive is committed to complying with the eight core conventions of the International Labour Organization ("ILO") regarding forced labor, child labor, discrimination, freedom of association, and the right to collective bargaining (ILO Convention Nos. 29, 87, 98, 100, 105, 111, 138, and 182). As articulated in these conventions, Intuitive's employment practices and policies, including our Code of Business Conduct and Ethics, support the fundamental human rights principles of freely chosen employment, nondiscrimination, the elimination of forced labor and child labor, and the rights of workers to engage in peaceful assembly, organize, and freely associate and bargain collectively.

Intuitive also adheres to the UN Guiding Principles on Business and Human Rights and the ILO-IOE Child Labor Guidance Tool for Business.

Our compliance with these internationally recognized human rights frameworks includes the following principles:

- **Preventing Forced Labor, Child Labor and Human Trafficking** – Intuitive prohibits and will not tolerate the use of forced labor, recruitment fees, restriction of workers' freedom of employment movement and child labor. Intuitive expects its suppliers and business partners to comply with these requirements.

- **Fair Labor Practices** – Intuitive complies with applicable laws and regulations in all of its worldwide operations and locations, including all applicable wage laws, limits to working hours, and laws on overtime pay. Intuitive expects its suppliers and business partners to do the same.
- **Anti-Discrimination** – Intuitive is committed to providing equal opportunity and maintain a workplace free from discrimination on the basis of race, color, sex, religion, political opinion, national extraction or social origin, or other characteristic or group status protected by law.
- **Prohibition on Harassment** – Intuitive does not tolerate harassment of any kind. Intuitive prohibits the use of violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, verbal abuse or harassment of workers, or any threat of such treatment, including against workers seeking to exercise the right to unionize.
- **Worker Health and Safety** – Intuitive is committed to maintaining a safe and healthy work environment for its personnel in accordance with its Environmental Health and Safety Policy.
- **Supplier Responsibility** – Intuitive expects its suppliers to acknowledge and implement the Intuitive Supplier Code of Conduct, which sets the standards that Intuitive expects from all of its suppliers.
- **Communication and Training** – Intuitive regularly communicates its human rights commitments to its employees and other stakeholders, including via its Code of Business Conduct and Ethics (“Code”) and Supplier Code of Conduct. Intuitive requires annual training on its Code, including on protecting human rights and preventing forced labor, for all Intuitive employees.
- **Responsible Sourcing of Conflict Minerals** – Intuitive’s Conflict Minerals Compliance Program conforms to the Organization for Economic Cooperation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict- Affected and High Risk Areas, and the Supplements on Tin, Tantalum and Tungsten and on Gold.
- **Assess, Monitor and Report on Human Rights** – Intuitive regularly monitors, assesses and reports relevant human rights risks, practices and impacts. Intuitive conducts due diligence and monitors its supply chain to evaluate their operations and compliance with various Intuitive human rights-related requirements.

Grievance and Remediation Process

Intuitive has a formal grievance and remedy process where anyone (including employees, contractors, suppliers or any third-party) can report potential human rights concerns via a Compliance Hotline. The Compliance Hotline is available in all appropriate languages and is hosted by a third-party external firm. Concerns may be reported anonymously, where permitted by law. Intuitive prohibits retaliation for reporting concerns in good faith.

Intuitive takes concerns and allegations reported on the Compliance Hotline seriously, with quarterly summaries provided to the Compliance Committee. Intuitive addresses the concerns and allegations promptly, investigates to the extent necessary and takes disciplinary actions as appropriate (which may include senior management discussions, employee communications, process and controls improvements, individual corrective action measures or reevaluation of business relationships).