



Date: September 7, 2017

To: All MiMedx Employees

From: MiMedx Executive Team

Subject: Company Prayers and Wishes for Employees In the Path of Hurricane Irma

Just two weeks ago, we were expressing our concerns and extending our prayers for the people of Southeast Texas and Southwest Louisiana as they braced for and then began the recovery from the terrible destruction caused by Hurricane Harvey. We are now facing another catastrophic natural disaster as Hurricane Irma bears down on the state of Florida and other parts of the southern U.S. As with Hurricane Harvey, our thoughts and prayers are with the people in the path of Hurricane Irma. MiMedx stands ready to assist and support our employees who will be impacted by Irma.

First and foremost are our prayers that our employees and their families stay safe and out of harm's way! That means abiding by the state and local evacuation orders and warnings and getting out of the way of this beast of a hurricane. As Governor Rick Scott of Florida so succinctly said in multiple press conferences, "you can replace your homes and possessions, but you can't replace your families."

For our employees and their families who suffered personal property and other losses caused by Harvey, MiMedx is providing relief in the form of interest free loans, gifted funds, necessary time away from work with no PTO reduction, and supplemented commission minimums for those employees in communities that were hit hard by the flooding and the medical prescribing procedures will take some time to get back to their pre-Harvey state. In addition, the Company is donating to an appropriate Charity to help with the broader relief efforts. The Company's Irma relief efforts will be conducted in the same manner as the Harvey relief efforts. The reason we are saying this is for our employees in the path of Irma to try to let these concerns stay in the background knowing that they will have relief when and if needed, and focus exclusively on the safety of you and your family.

As with Harvey, when the storm has passed, MiMedx will reach out to those employees who have been significantly impacted by Irma to ascertain the specific needs of each employee and his or her family based on both the immediate and longer-term damages and hardships caused by Irma.

The country watched in awe as the people of Texas demonstrated amazing resilience and compassion for their fellow man. We know the people of Florida and the other states in the path of Irma will do the same.

Please keep our employees in Florida and other states in the path of this disastrous hurricane in your thoughts and prayers.

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