

KORU MEDICAL SYSTEMS, INC.
STOCK OWNERSHIP GUIDELINES

Purpose

The Board of Directors (“Board”) of KORU Medical Systems, Inc. (“KORU”) believes that it is in the best interest of KORU and its stockholders to align the financial interests of KORU executives (i.e., KORU’s Chief Executive Officer and such other executives as may be designated by the Board (“Executives”)) and non-employee members of the Board (“Non-Employee Directors”) with those of stockholders.

Ownership Guidelines

Accordingly, the Board has established the following Stock Ownership Guidelines for the value of KORU common stock that Executives (as a multiple of base salary) and Non-Employee Directors (as a multiple of annual retainer) shall hold, whether such shares are acquired on the open market, through compensatory awards or otherwise:

Chief Executive Officer	5x annual base salary
Executives	3x annual base salary
Non-Employee Directors	4x annual cash fees

Retention Guidelines

Individuals who are subject to these Stock Ownership Guidelines may not sell any net shares following the exercise of options until the required ownership level has been met. After achievement of the ownership level, individuals must continue to retain enough shares to maintain such level while serving as an Executive or Non-Employee Director, as applicable.

Net shares are the number of shares from the exercise of stock options or the vesting of restricted stock or restricted stock units less the number of shares the Executive sells to cover the exercise price of stock options and sells or has withheld to pay taxes.

Timeframe

Individuals who are subject to these Stock Ownership Guidelines are required to achieve the applicable ownership threshold within five years after first becoming subject to these Guidelines. If an individual becomes subject to a greater ownership amount, due to promotion or an increase in base salary or annual retainer, the individual is expected to meet the higher ownership threshold within three years.

Definition of Ownership

Stock ownership for the purpose of these Stock Ownership Guidelines will include (i) shares owned directly; and (ii) shares owned indirectly, if the individual has an economic interest in the shares. For this purpose, indirect ownership includes shares that would be beneficially owned and

reported for purposes of the stock ownership table in the Company's proxy statement (excluding shares subject to a right to acquire) and shares beneficially owned and reportable on Table 1 of Forms 3, 4 or 5 under the Securities Exchange Act. Stock ownership will not include shares underlying unvested stock options or otherwise subject to a right to acquire.

Stock Ownership Calculation

The required number of shares of common stock will be calculated annually on the day of KORU's annual meeting of stockholders (the "Calculation Date") based on the prior thirty-day average closing stock price as reported by the Nasdaq Stock Market. The prior thirty-day average closing stock price and the resulting required ownership level determined on any given Calculation Date will apply until the next Calculation Date, such that any subsequent change in the value of the shares during the year will not affect the number of shares Directors and Executives should hold during the year. Although the required ownership level is only calculated on the Calculation Date, Directors and Executives are required to own a number of shares sufficient to meet the most recently determined Stock Ownership Level at all times during the year until the next Calculation Date. Further, for purposes of calculating the required ownership level, in the case of Executives, the salary level shall be based on the Executive's base salary as of the Calculation Date, and in the case of Non-Employee Directors, the retainer amount shall be based on the Non-Employee Director's retainer level as of the Calculation Date.

Share prices of all companies are subject to market volatility. The Board believes that it would be unfair to require a Non-Employee Director or Executive to buy more shares simply because KORU's stock price drops temporarily. In the event there is a significant decline in KORU's stock price that causes a Non-Employee Director's or Executive's holdings to fall below the applicable threshold, the Non-Employee Director or Executive will not be required to purchase additional shares to meet the threshold, but such Non-Employee Director or Executive shall not sell or transfer any shares until the threshold has again been achieved.

Compliance with these Stock Ownership Guidelines will be evaluated on an annual basis by the Nominating and Corporate Governance Committee of the Board, with any recommended changes being subject to Board approval.

Hardship

The Board understands that there may be instances where these Stock Ownership Guidelines would place a hardship on a Non-Employee Director or Executive. In these instances, the Non-Employee Director or Executive must submit a request in writing to the Chairman of the Board that summarizes the circumstances and describes the extent to which an exemption is being requested. The Board will make the final decision as to an alternative stock ownership plan for the Non-Employee Director or Executive that balances the goals of this policy and the affected Non-Employee Director's or Executive's personal circumstances, as recommended by the Nominating and Corporate Governance Committee.

Administration

The Nominating and Corporate Governance Committee shall be responsible for monitoring the application of these Stock Ownership Guidelines. That Committee shall prepare a report on compliance with the Stock Ownership Guidelines, at least once per year, and deliver the report to the Board.

As adopted by the Board of Directors on February 2, 2022.