

STRONGEST TOGETHER

2021 SUSTAINABILITY REPORT



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Merit Medical is dedicated to reducing its environmental footprint. To accomplish this, we continually evaluate our performance on preventing pollution, reducing waste, and promoting the sustainable use of natural resources. Whether we are considering new green building technologies at the start of a construction project, re-evaluating the way we package and ship our products, or providing employees with farm-to-table nutrition from our Utah headquarters' on-site garden—we do so by applying a culture of innovation that results in lessening our impact on the world around us.

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A Message from
Merit Medical's
Chairman and CEO

The power of our people is tremendous. At Merit, our culture of understand, innovate, and deliver is at the heart of our success. We continue to do great things, despite the challenges of the ongoing COVID pandemic and resulting disruptions in the global supply chain. We are proud of what we've accomplished, and we strive to be equally as dynamic as we address Merit's environmental, social, and governance (ESG) initiatives that are integral to and embedded within our long-term business strategies.

SPARKING CHANGE

Merit team members across the globe are our most important and greatest asset. Our people are passionate about making a difference where they live and work. I often find our greatest achievements begin with a single spark produced by a team member who chooses to ask the question of why. These individual "sparks" then turn into trailblazing ideas that result in sweeping change within our organization. In 2021, we engaged in many projects that engineered important changes within our 2030 operational sustainability goals we set in 2020. We addressed how we could better package our products to reduce waste. We tackled significant conservation projects, including the installation of water recirculation cooling systems, xeriscaping, and purchasing more green energy. Above all, we recognized we have no shortage of

opportunity ahead of us to meet and exceed the goals we have set for our company and to continue to engineer the change we want to see in our world.

I am honored to highlight the good works of our people and invite you to learn more as you continue to read our 2021 Sustainability Report. In addition to learning about our environmental sustainability accomplishments, you will also find significant steps we took in the areas of employee safety, product quality, women's leadership, and philanthropy across the globe.

As we continue to face forward and overcome challenges, such as climate change and social equity for all, I am confident that Merit remains a force for positive impact. On countless occasions, we have met challenges with a spirit of creativity and collaboration—never forgetting that great things happen with the smallest of sparks.


Fred Lampropoulos
Founder, Chairman, and CEO

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A Letter from Merit Medical's Vice President of Environment, Social & Governance

Since joining the team in 2015, I have learned there are two constants at Merit: innovation and change. Our culture of innovation leads to change as we continuously strive to improve and push the bar that we measure ourselves against ever upward, understanding the world is changing with us and needs the solutions we can provide.

Our environmental, social, and governance (ESG) priorities are more critical than ever to our shared success at Merit and to our relationship with the world. As a global company, we understand the long-term health of our Merit team members, our customers, and our communities rely on a healthier, sustainable, and equitable world.

Merit's corporate sustainability strategy focuses on adding business value by assessing the risks and opportunities of our ESG aspects as well as addressing areas where we can have the greatest impact. We achieve this through our Enterprise Risk/Opportunity Management Program, engaging with stakeholders, and considering the areas where we can have the greatest impact. Our 2021 Sustainability Report provides detail on how advancing our corporate sustainability goals contributes to business value in material areas, such as compliance and ethics, diversity and inclusion, employee health and safety, environmental sustainability, product quality and innovation, and philanthropy.

As you read through this report, we are pleased to share valuable insights and results we have achieved over the past year. We are thrilled to share our first year of comparable performance to our 2030 operational sustainability targets we set in 2020, using 2020 as a baseline year. This includes our Merit Medical Statement on Climate Change that addresses our views on and responsibility in reducing the impact we have on global climate change and setting targets for the reduction of Merit's greenhouse gas emissions, energy intensity, water intensity, and increases in our usage of renewable energy.

We take our responsibilities seriously and endeavor to improve the world by empowering our people and making their safety our top priority. People are Merit's greatest asset and by working together and raising the bar, we continue to build a sustainable business and a sustainable future for all.

Sincerely,

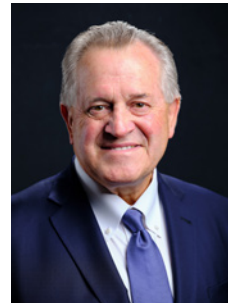
Alisha Jerauld
Vice President, Environment,
Social & Governance

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Board of Directors

Merit Medical's Board of Directors is the highest governance body within our organization. Eight of the ten members are independent or "non-executive." Fred Lampropoulos serves as the president and chief executive officer of the company and chairman of the board. At the issuance of this report, the Board is structured as follows:



Fred Lampropoulos
President, Chief Executive Officer and Chairman of the Board



F. Ann Millner
Lead Independent Director



A. Scott Anderson
Director



Jill Anderson
Director



Lonny J. Carpenter
Director



Rear Admiral
Stephen C. Evans
US Navy Retired
Director



David K. Floyd
Director



Thomas J. Gunderson
Director



James T. Hogan
Director



Lynne N. Ward
Director

INDEPENDENT COMMITTEES OF THE BOARD

The Board appoints members to its independent Audit, Compensation and Talent Development, Environment, Social and Governance, Finance, and Operating committees. Each of these committees has a written charter approved by the Board and available at merit.com.

AUDIT

Lynne N. Ward (Chair)
Rear Admiral (Ret.) Stephen C. Evans
Thomas J. Gunderson
James T. Hogan

COMPENSATION AND TALENT DEVELOPMENT COMMITTEE

A. Scott Anderson (Chair)
F. Ann Milner
Lonny J. Carpenter
Rear Admiral (Ret.) Stephen C. Evans
James T. Hogan

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE COMMITTEE

F. Ann Millner (Chair)
A. Scott Anderson
David K. Floyd
Lynne N. Ward

FINANCE COMMITTEE

Thomas J. Gunderson (Chair)
Jill Anderson
Lonny J. Carpenter
Lynne N. Ward

OPERATING COMMITTEE

Lonny J. Carpenter (Chair)
Jill Anderson
David K. Floyd
James T. Hogan
Fred Lampropoulos

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Corporate Sustainability Council

Merit Medical's Corporate Sustainability Council is sponsored by Chief Operating Officer Ron Frost and chaired by Vice President of Environment, Social & Governance Alisha Jerauld. The council comprises senior representatives from Merit's global divisions and key functions. Members direct the development of the corporate sustainability program and cultivate a common framework for it, ensuring strategic alignment among the divisions, functions, and executive team. As of the issuance of this report, the council was structured as follows:



Ron Frost
Chief Operating Officer
Executive Sponsor



Alisha Jerauld
Vice President
Environment, Social &
Governance, Council Chair



Jennifer Allan
Director
Enterprise Risk Management



Ricardo Alvarez
Managing Director,
Operations
Merit Medical Tijuana



Mark Butler
Executive Vice President
Merit Medical EMEA



Sarah Comstock
Vice President, Global
Communications



Clay Creamer
Vice President, Operations
Richmond & Houston



Rob Fredericks
Chief Strategy &
Innovation Officer



George Frioux
Vice President
Global Real Estate &
Facilities



David Lewis
Chief Compliance Officer



Jim Mottola
Executive Vice President
Global Research &
Development



Nicole Priest, M.D.
Chief Wellness Officer



Neil Peterson
Vice President, Operations
Merit Medical
Salt Lake City



Mike Voigt
Chief Human Resources
Officer



Matt Wiker
Vice President
Global Supply Chain

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ABOUT MERIT MEDICAL

Merit Medical Systems, Inc., is a leading manufacturer and marketer of proprietary medical devices used in interventional, diagnostic, and therapeutic procedures, particularly in cardiology, radiology, oncology, critical care, and endoscopy. We strive to be the most customer-focused company in healthcare. Each day we are determined to make a difference by understanding our customers' needs and innovating and delivering a diverse range of products that improve the lives of people and communities throughout the world. We believe that long-term value is created for our customers, employees, shareholders, and communities when we focus outward and are determined to deliver an exceptional customer experience.



OUR COMPANY

Merit was founded in 1987 by Fred P. Lampropoulos, Kent W. Stanger, Darla Gill, and William Padilla. Initially, we focused our operations on injection and insert molding of plastics. Our first product was a specialized control syringe used to inject contrast solution into a patient's arteries for a diagnostic cardiac procedure called an angiogram. Since that time, our products and product lines have expanded substantially, both through internal research and development projects and through strategic acquisitions.

Our global headquarters is located in Salt Lake City, Utah, with our principal office for European operations located in Galway, Ireland, and our principal office for Asian distribution located in Beijing, China. We also support our European operations from a distribution and customer service facility located in Maastricht, The Netherlands. In addition, we lease commercial space in India, Hong Kong, Italy, Dubai, Australia, Russia, Canada, Brazil, Malaysia, South Korea, Japan, South Africa, Singapore, Great Britain, Vietnam, Taiwan, New Zealand, Indonesia, and France as well as in California and Texas. Our principal manufacturing and packaging facilities are located in Utah, Virginia, Texas, Ireland, Brazil, France, Singapore, Mexico, and The Netherlands. Our research and development activities are conducted principally at facilities located in Utah, California, Texas, Ireland, France, and Singapore.

Our total manufacturing, commercial, distribution, and research space is approximately 1.9 million ft² of which approximately 1.0 million ft² is owned, and 0.9 million ft² is leased. As of December 31, 2021, Merit employed 6,692 individuals located in approximately 39 different countries in a variety of roles. In 2021, Merit's net sales were \$1.07 billion, and we produced approximately 82 million finished good units.

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Key Figures at a Glance

	Unit	2021	2020 (Baseline Year)
ECONOMY¹			
Revenues			
Net Sales	\$Thousands	\$1,074,751	\$963,875
Gross Profit	\$Thousands	\$485,333	\$401,777
Net Income (loss)	\$Thousands	\$48,454	\$(9,843)
Operating Cash Flow	\$Thousands	\$147,231	\$165,270
Capital Expenditures for Property & Equipment	\$Thousands	\$27,939	\$45,988
Free Cash Flow ²	\$Thousands	\$119,292	\$119,282
Long-term Debt	\$Thousands	\$234,397	\$343,722
Equity	\$Thousands	\$1,039,799	\$958,575
ENVIRONMENT³			
Total Energy Consumption	Thousands MJ	204,404	201,513
Percentage Energy from Renewable Sources	%	20%	5%
Total Greenhouse Gas (GHG) Emissions ⁴	MT CO ₂ e	18,200	21,400
Total Water Consumption ⁵	m ³	243,299	233,826
Water Intensity	m ³ /\$KRev	0.2264	0.2426
Energy Intensity	MJ/\$KRev	0.1902	0.2091
GHG Emissions Intensity	MT/\$KRev	0.0169	0.0222
SOCIETY			
Regular Full-Time Associates		6,692	6,096
US-Based Associates		2,926	2,925
Non-US Associates		3,766	3,171
Total Recordable Incident Rate		0.8	1.1
Medical Equipment & Supplies Manufacturing Industry Average ⁶		1.6	1.8
Fatal Work-Related Accidents		0	0

1. Figures taken from Merit's 10-K, released March 01, 2022, on Merit.com/Investors.

2. Free cash flow is a non-GAAP Metric defined as cash flow from operations calculated in accordance with GAAP less capital expenditures for property and equipment calculated in accordance with GAAP.

3. Environmental data is based on eight manufacturing locations and seven sales/distribution centers. During 2021, the method of reporting energy was changed from kilowatt hours to units of joules to better align with GRI standards of reporting.

4. Total GHG emissions for scope 1 and scope 2.

5. Total water consumption in 2020 has been restated due to the addition of certain distribution centers that were added into the environmental tracking data for the corporation.

6. According to North American Industry Classification System (NAICS) for Miscellaneous Manufacturing, Medical Equipment and Supplies Manufacturing: NAICS Industry 3391.



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2030 WATER GOAL



Decrease water intensity by 10% from 2020 baseline year, indexed to revenue.

2030 ENERGY GOAL



By 2030, 50% of Merit's energy usage will come from renewable sources, and our energy intensity will decrease by 10%, indexed to revenue.

2030 GHG EMISSION GOAL



By 2030, our GHG emissions will decrease by 15%, indexed to revenue.

OUR PROGRESS

Toward 2030 Targets

Merit Medical pursues continuous improvement in company operations around the globe. Our 2030 Operational Sustainability Targets provide focus across our organization, and we are passionate to go as far as we can—then see how far we go!

WE HAVE DEDICATED THAT BY YEAR 2030:

- 50% of our total energy usage will come from renewable sources
- Our energy intensity will decrease by 10% or more, indexed to revenue
- Our greenhouse gas (GHG) emissions (scope 1 and 2) will decrease by 15% or more, indexed to revenue
- Our water intensity will decrease by 10% or more, indexed to revenue

The table below captures our progress toward these targets. Our operational sustainability targets are measured against a baseline year of 2020. We adjust this baseline for changes in our portfolio, assessment methods, and boundary definitions to assure consistent measurement of our progress.

Due to the exemplary performance in our first year's results from our baseline year, Merit will continue to evaluate these targets for increased performance year over year.

OPERATIONAL SUSTAINABILITY TARGET PERFORMANCE

(on a per \$ of revenue basis)

	2030 Target	2021 Result
Percentage Energy from Renewable Sources	50%	15% Increase
Energy Intensity	10% Reduction	9% Reduction
GHG Emissions Intensity (Scope 1 and 2)	15% Reduction	24% Reduction
Water Intensity	10% Reduction	7% Reduction

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Enterprise Opportunity Management

Merit Medical has an established Enterprise Opportunity Management (EOM) program in place to support successfully achieving the company's corporate vision, values, and objectives. With every risk comes opportunity; with every opportunity comes risk, and our aim is to focus on the opportunity. We recognize that risks and opportunities are present in all business activities and that the effective management of risk is a critical factor in maximizing organizational value to meet the expectations of our stakeholders.

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The EOM program is designed to actively engage executive leadership, with board oversight, in monitoring and managing critical corporate risks and opportunities trending in our business and the environment in which we operate as well as emerging and future risks on the horizon. Comprehensive risk and opportunity management is an integral component of Merit's culture and is most effectively demonstrated in our people and how they approach their responsibilities and make decisions.

As Merit's Enterprise Risk Management program, EOM is aligned with the COSO Enterprise Risk Management and ISO 31000:2018 frameworks.

EOM includes the following key elements:

- Identification of Risks and Opportunities: Our EOM program is governed by a Chief Risk Committee (CRC) that meets regularly to identify trending or emerging risks, including potential lost opportunities, to be included in our portfolio of risks. Risks are owned by members of the CRC (executive owners) who manage the risk response within Merit's risk appetite.
- Risk and Opportunity Assessment: At the direction of the CRC, cross-functional teams meet to assess individual risks. Risks are scored to determine if their likelihood and impact are being managed within the company's appetite. Opportunities for improvement are identified and actioned at the direction of the executive owner. Risk assessments are updated at least annually and more frequently as warranted.
- Monitoring and Communication: Intelligence is monitored throughout the organization to keep a pulse on the internal and external environment in which Merit operates and to provide an early indication of risk and/or potential opportunities. We recognize and promote open and timely communication as a key factor in proactively responding to and managing risks and opportunities.

EOM comprises the company's full risk universe. Environmental, Social and Governance considerations are analyzed to ensure there is adequate coverage in our overall portfolio of risks, and we have plans to review this area further in 2022

The following key risk management systems also function within Merit's universe, which coordinate with and complement our EOM program.

BUSINESS CONTINUITY MANAGEMENT SYSTEM

Merit is a complex global organization with varying disruptive risk factors in different regions of the world. Crisis management, business continuity redundancies, and disaster recovery plans exist in varying forms at our sites throughout the world. In 2020, we hired an external consulting firm to review and refine our global Business Continuity Management System (BCMS).

We will continue to drive the BCMS plans and procedures deeper and broader into the organization and will continue, at regular intervals, to monitor and enhance our BCMS program.

Our BCMS includes:

- Business impact analyses and risk assessments to prioritize processes and establish recovery time objectives that will guide recovery efforts in the unlikely event of any severe disruption.
- Tabletop exercises (scenario considerations for disruptions)—such as natural disasters, supply chain and IT-system disruptions—to tailor our response to these and other unique circumstances.
- Emergency response procedures to expedite an initial response to a disruptive event, prioritizing the safety and security of individuals above all else.
- Communication plans to manage the response, inform team members and, when appropriate, other stakeholders in the event of a disruption or crisis.



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We continually assess risks associated with our manufacturing processes. Two areas we monitor on a regular basis are capacity and demand. Many activities, reviews, and decisions are made with a focus on increasing flexibility and exceeding customer expectations in terms of service and product delivery.

We recognize that maintaining the availability of information technology resources is critical to the successful operations of the company on an ongoing basis and in the wake of a disruptive event. At Merit, we maintain information technology Disaster Recovery Plans for all global systems that include redundancies and failover protocol. These plans are maintained through periodic reviews and testing.

THIRD-PARTY RISK MANAGEMENT

We value the relationships we maintain with third parties that are integral components of our success. Our team monitors and manages third-party risks in our service and supply chains as well as risks arising from information technology.

Service and Supply Chains:

We continually monitor our supply chain, assessing potential risks and defining elements for risk mitigation to maintain a continuous supply of products to our customers. We recognize supply chain risk is not limited to operational impact, and we prioritize social and environmental concerns. Responsible sourcing is a critical aspect of our supply chain management. Our team also recognizes service providers and other indirect suppliers that support our business, and we manage these relationships accordingly.

INFORMATION TECHNOLOGY

Third-party risks related to information technology can come through disruption or data loss from our technical service providers or can result from cyber threats to Merit's systems. When it comes to maintaining the highest level of cybersecurity, we recognize our team members as the first-line of defense in keeping our critical information safe. We have conducted extensive internal awareness campaigns to emphasize the importance of following safe cyber practices. We have simulated

phishing attacks and have utilized third-party services to perform penetration testing to identify weaknesses and enhance our cybersecurity efforts.



In addition, we are continuously transforming our infrastructure and cybersecurity programs with a strong focus on risk mitigation and data protection. We utilize many tools, such as password complexity, multi-factor authentication, intrusion detection and prevention systems, and other privacy access controls. We also maintain cyber insurance coverage.

QUALITY MANAGEMENT SYSTEM

Our quality management system (QMS) provides key risk assessment and mitigation activities related to Merit products. Product risk assessments are performed to ensure device safety and efficacy as critical priorities. Supplier risk assessments and audits are performed to guarantee our high standards of quality are maintained throughout the supply cycle. Risks associated with manufacturing, equipment, material defects, and complaints are managed through our QMS, with corrective and preventative action measures to drive continual improvement.

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Health & Safety

Merit Medical promotes a culture where the health and safety of our environment, employees, contractors, suppliers, partners, and customers are a top priority. We believe everyone across the organization is accountable and responsible for environmental health and safety (EHS), and we train and ask every employee to actively champion the behaviors and attitudes necessary to prevent work-related injuries, illnesses, property damage, and adverse impacts to the environment. In this way, EHS is an integral part of our culture and a driver for sustainable growth.



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GRI 403-1 | Occupational health and safety management system

MERIT'S ENVIRONMENTAL HEALTH AND SAFETY MANAGEMENT SYSTEM (EHSMS)

We subscribe to policies, systems, and tools that allow us to embed our culture of innovation within EHS to care for our people and the planet. Our EHS policy is displayed prominently at our locations in numerous places as a visual reminder of our commitment to the health and safety of our environment and our Merit family. Our team members wear the policy on their ID badges to remind them that safety is number one.

Our trained and dedicated EHS teams utilize systems and tools to track and report on metrics and indicators that help to drive forward awareness while identifying and monitoring closure to corrective actions. During 2021, our total recordable injury rate (TRIR) was 0.80. This is a large reduction from our TRIR of 1.10 in 2020. Part of this large reduction is due to the improvement made within our health and safety incident tracking system as well as the increased number of sites that have certified to ISO 45001 for occupational health and safety. We recognize that TRIR is a lagging indicator, and focusing on leading safety indicators, such as safety audits, ergonomics, and good-catch reporting is key.

At the beginning of 2021, we made a commitment to certify our occupational health and safety management systems to ISO 45001, recognizing the importance of the standard. We are proud to report that in the past 12 months, we have obtained ISO 45001 certification at Merit manufacturing centers located in Salt Lake City, Utah; Tijuana, Mexico; Houston, Texas; and Singapore. During 2022, we are committed to obtaining certification at our remaining manufacturing centers located in Galway, Ireland; Richmond, Virginia; Paris, France; and Venlo, Netherlands.

GRI 403-4 | During daily tier meetings, employees from all levels of manufacturing operations detail safety reports and observations from our frontline team members who have internalized the "see something, say something" attitude promoted each day at Merit. Our near miss and observations of unsafe condition reports help to emphasize behavior-based safety in our operations.

KEEPING WELLNESS AT THE FOREFRONT

As a global employer, Merit provides opportunities to improve the well-being of employees around the world, especially in the wake of COVID-19 and the challenges it has brought to overall wellness. Our Chief Wellness Officer



Nicole Priest, MD, leads company-wide wellness programs that are making a big difference in the lives of team members. In 2021, we launched a wellness committee and created a "Get Healthy" global wellness program. The program includes providing information from wellness experts, newsletters with health and nutrition tips, and opportunities for physical activity, such as walking groups and fitness challenges. In Merit cafeterias, we offer a free Healthy Choice option each day, so employees can have easy access to nutritious meals.

GRI 403-3 | We continue to operate on-site health clinics at our largest facilities, Merit Salt Lake City and Merit Tijuana. Our clinics are staffed with highly trained medical professionals. Services and treatments include vaccines, diabetes care

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and management, blood work, smoking cessation, cancer screenings, illness and infectious disease diagnosis and treatment, women's health, physicals, weight management, pharmaceutical dispensary, nutrition consultations, on-site employee assistance program (EAP) counseling services, and much more. Our clinics and programs offer convenient and effective healthcare for our valued employees and have resulted in seven consecutive years of zero cost increases to our employees for their health insurance premiums (for those participating in Merit's healthcare insurance coverage).

GRI 403-6 | Merit provides benefits to employees including health care coverage. The type of coverage is dependent on the plan available to associates in the area they live. Merit provides employee assistance and voluntary health promotional

programs. Certain individual sites have developed comprehensive health and wellness promotional programs to encourage health & well-being.

At our Galway facility, we partner with Laya Healthcare to provide a well-being platform for team members located in Ireland. This digital solution allows our team members to view and book upcoming wellness events. It also offers employees articles, recipes, fitness tips, and courses for physical, emotional, and mental health. In addition, employees can access the platform to review their own personal health and well-being data and information. The app can also sync to an employee's Fitbit® or Apple Watch®, providing access to a health coach program, home workouts, and important health measurements, and statistics.

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Diversity, Equity, and Inclusion

Merit Medical understands that a diverse workforce brings valuable global benefits to the entire organization. Advantages include greater innovation, learning, growth, and productivity. We continue to work toward the goal of maintaining an inclusive global culture that reflects the diversity of the customers we serve and fosters an environment where all employees feel welcome, respected, and valued.

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THE POWER OF DIVERSITY

Our team is committed to providing equal opportunity in all aspects of employment. We are an equal opportunity/affirmative action employer committed to making employment decisions without regard to race, religion, ethnicity or national origin, gender, sexual orientation, gender identity or expression, age, disability, protected veteran status, or any other characteristics protected by law.

We also value the broad range of backgrounds and experiences our employees bring to the organization and recognize that this diversity has enabled us to achieve success as a leader within the industry. Merit does not tolerate harassment or discrimination of any applicant, employee, customer, or service provider because of age, race, color, religion, sex, ancestry, national origin, military service or application, marital status, citizenship status, physical or mental disability, genetic information, sexual orientation, gender identity or expression, or other protected characteristics under federal, state, or local law.

We are committed to recruiting and retaining diverse team members at all levels of the organization who can share their varied perspectives on the most complex challenges facing us as we work toward a more equitable world. Today, Merit's Board of Directors comprises 30% women, and 40% are directors with diverse backgrounds. Additionally,

more than 34% of our management team are women. Our global workforce comprises 56% female team members, and 51% of our team members come from diverse minority backgrounds. While we are proud of our progress, we recognize there is still room for improvement and are working on initiatives in this area.

EMPLOYEE ENGAGEMENT

The engagement of our workforce is critical to delivering on our competitive strategy, and we place high importance on informed and engaged employees. We communicate frequently and transparently with our employees through a variety of communication methods, including video and written communications, town hall meetings, and our company intranet. We acknowledge individual contributions to Merit by celebrating milestones of service in five-year increments. As a result of the COVID-19 pandemic, we further strengthened our communication platform to employees, keeping them informed on critical priorities, important actions being taken by management in response to the pandemic, and continued efforts to protect employee health, safety, and well-being. In addition, the role of Vice President Corporate Communications was added to specifically focus on improving communications within Merit.

MAKING A DIFFERENCE AROUND THE GLOBE

Merit, USA

In 2021, Merit launched their North America Women's Leadership Initiative (WLI) with tremendous success. The WLI is an affinity group led by women that is open to all Merit employees. The group employs a comprehensive program to cultivate employee engagement and retention by holding meaningful events that facilitate both personal and professional development.



Merit Salt Lake City, Utah

At Merit Salt Lake City, we seek to hire a diverse workforce. We partner with People Helping People, an employment program dedicated to supporting low-income women and single mothers in reaching their full potential in the workplace. Also, Merit partners with the Utah Refugee Education and Training Center, an organization focused on fostering and creating opportunities for refugees to access family-sustaining employment. In addition, we work with Patriot Partners, an organization that promotes the hiring of US veterans.

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Merit Richmond, Virginia

Our team in Richmond, Virginia, is proud to partner with Chesterfield Employment Services, a program designed to create partnerships in the local community between businesses and employees with intellectual and developmental disabilities. Our Richmond team members work side by side with their colleagues from Chesterfield Employment Services to gather recyclable items and process them for pick up, ensuring our Richmond plant reaches their green initiatives through recycling and waste reduction.



Merit Asia

Our Merit Asia Women's Leadership Network has a mission to promote diversity and inclusion by empowering women through networking, collaboration, and experience sharing. In addition, the Merit Asia Academy facilitates the skills and knowledge development of employees in the region. The Academy focuses on four major areas: providing foundational information and knowledge to new employees, enhancing the leadership and management capabilities and competencies of our management employees, strengthening the go-to-market capabilities of our sales and marketing employees, and strengthening the competencies of our back-office employees.



In 2021, the China region was recognized by the Top Employer China 2022 award by the Top Employers Institute. The Top Employer Certification is a certification process of practices that Merit Asia offers to employees, encompassing more than 600 best practices. They measure information pertaining to people development, talent strategy, talent acquisition and onboarding, and the positive effect of these policies.

Merit Asia received several awards from a local leading media organization, Job Market. Job Market is a prestigious honor bestowed upon top organizations who demonstrate superior talent management strategies, programs, and human resources best practices. Merit Asia awards from Job Market included: Employer of Choice Award 2021, Employee Communication Award, Leadership Development Award, and Asia Pacific Outstanding Employer Award.

Merit Galway

Since 2018, Merit Galway has partnered with the NUI Galway Youth Academy, an outreach program aimed at working with children ages 9–12 years. This program provides children with a sense of university life and the opportunity to study a fun but high-level course in a college subject area. This unique partnership with Merit Galway enables the Youth Academy to continue to develop and positively impact local youth and combat disadvantage. Our Galway team has also partnered with the Galway Science Festival and SMART Futures program, which is Ireland's premier event for promoting science, technology, engineering, and mathematics (STEM) education for children. Our Galway team has been proud to be a part of this wonderful educational event through information sharing and fun experiments for children.

For professionals new to the medtech industry, Merit Galway has created the Employee Resource Group led by graduate engineers and co-op students who meet virtually each month to network, build bonds with team members, develop training opportunities, and share cross-functional knowledge. This valuable program has increased employee engagement at Merit Galway and is a great way to foster inclusion, networking, and retention of top talent.

Merit Tijuana

Merit Tijuana partnered with a local school system to provide employees with the opportunity to continue their education on-site with external teachers. The program helped employees complete high school and university degrees. In addition, there are learning programs for quality, technical skills development, program management, safety, and learning English. In 2021, 20 employees benefitted from this program. To date, there have been three generations of graduates in Merit Tijuana with educational levels in primary, middle school, high school, university, MBAs, and certified courses.



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In 2021, Merit Tijuana implemented the Excellence Merit Awards, an event that celebrates and recognizes employees. Ideal behaviors are recognized within the company through the nomination and vote of Merit team members, with the goal of recognizing the employees who exemplify Merit core values.

Merit Singapore

Our Merit Singapore team has taken employee training to the next level by developing and implementing a Talent Development program for current employees with the goal of building a high-performance, sustainable workforce with pathways to develop leadership opportunities. This impactful four-phase program includes talent assessment, learning and development, mentoring/coaching, and execution and review. Each phase is structured to help employees understand their core strengths and talents, build upon them while adding new skills and knowledge, and then put everything into action with new tasks and projects overseen by a mentor/coach throughout the program.

Merit Singapore is proud of its efforts to ensure equitable leadership with the plant leadership team comprising 45% female leaders.

LEFT TO RIGHT: Diamond Leader | Evelia López (Program Manager), **Culture Example** | Juan Siordia (Team Leader), **Coping with Adversity** | Alondra Chaparro (Purchasing Supervisor), **Behind the Scenes** | Ricardo Sánchez (Technician II), **Outstanding Service** | Daniela Martínez (Trade Compliance Analyst)

Merit EMEA

Our Merit Europe, Middle East, and Africa (EMEA) team focused on Merit's investment to protect the environment. Employees received a **reusable water bottle** made from recycled plastic waste retrieved from the ocean. The goal was to encourage using the bottle rather than paper or plastic cups and helped raise employee awareness regarding the amount of plastic found in our oceans.

Our Merit EMEA WLI team continues to offer professional growth, networking, opportunities for personal and professional enrichment, leadership development, career evolution, and community involvement activities.



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Compliance & Ethics

Merit Medical is committed to a strong compliance and ethics culture. Corruption and unethical conduct of any kind undermines our integrity and reputation and is contrary to our values and long-term success.



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CLICK THE BELOW LINKS TO READ THE FULL POLICIES.

[Compliance & Ethics](#)

[Code of Conduct for Suppliers](#)

[Open Payments and Transparency](#)

[Business Conduct Hotline Data Protection Notice](#)

[Conflict Minerals Policy](#)

[Human Rights and Labor Standards Policy](#)

[California Declaration of Compliance](#)

[Conflict Minerals Report](#)

[UK Modern Slavery and Human Trafficking Statement](#)

[California Transparency Act](#)

[Environmental Health and Safety Policy](#)

GRI 205-2 | BUILDING TRUST

At Merit Medical, we know that responsible business practices are essential to fulfilling our mission of saving and improving people's lives. We demonstrate this advocacy by maintaining ethical and responsible policies and practices and embedding these throughout all levels of the organization. We hold ourselves accountable to high standards of honesty, fairness, and integrity.

COMPLIANCE OVERSIGHT

Merit compliance and anti-corruption policies are designed to ensure interactions with healthcare professionals and organizations will benefit patients and enhance the practice of medicine. Every Merit employee is responsible for adhering to these policies as well as complying with all laws and regulations, e.g., the U.S. Anti-Kickback Statute, the False Claims Act, the Foreign Corrupt Practices Act (FCPA), export and import regulations, advertising and promotion laws, and applicable Sunshine/Transparency Laws.

Our business practices are monitored and subject to control systems, which are overseen by Merit's Chief Compliance Officer, who reports regularly to an established Compliance Committee and the Merit Board of Directors. We frequently communicate compliance standards and provide annual training to appropriate employees, monitor and conduct risk assessments tailored to the nature of our business operations, audit certain functions and risk areas, promote and enforce a compliance program consistently throughout the

organization, and publicize the Merit Medical Alert Line, a system administered by a third party, for confidential reporting of potential or actual misconduct without fear of retaliation.

These policies, procedures, and controls will be instrumental to our success as we move forward as a company. In 2021, we resumed our support of humanitarian missions and medical education conferences, albeit in a limited fashion in light of COVID restrictions. We were able to partner with the Heineman-Robicsek Medical Outreach group to provide critical products to support its medical mission to Belize.

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COMBATING HEALTHCARE FRAUD AND CORRUPTION

To build patient-focused relationships with healthcare providers based on integrity, trust, and honesty, we continue to strengthen and enforce global compliance and anti-corruption initiatives designed to ensure that business is never won through bribes, kickbacks, or other illegal payments. This effort includes extensive training of employees and hundreds of third-party distributors, due diligence when onboarding employees and third parties, compliance risk assessments, monitoring our interactions with healthcare providers, and transparency (Sunshine) reporting. In 2021, we made improvements to our grant policies and processes, and we adopted new policies, procedures, controls, and training to assure compliance with Merit's Corporate Integrity Agreement with the US Office of Inspector General. We are also continually enhancing our systems and processes to adapt to an ever-changing legal and regulatory landscape.

CONFLICT MINERALS

In 2021, we conducted a good faith and reasonable country-of-origin inquiry regarding the origin of the gold, tin, tungsten, and tantalum (3TG) necessary for the functionality or production of products manufactured, or contracted to be manufactured, by or for Merit. The reasonable country-of-origin inquiry consisted of a survey of supply-chain suppliers of parts or materials necessary for the functionality or production of products manufactured by or for Merit.

We utilized the Organization for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, to the extent practicable and reasonable given our particular supply chain and industry. We sought to identify the originating smelter or refinery for 3TG to discover whether the smelter or refinery had been determined to be conflict free by existing industry and/or trade association programs.

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Quality Assurance

We are fully committed to delivering excellence across all aspects of our business. This includes the highest-quality products, turnaround time on shipping and deliveries, and the additional value we can bring to the healthcare system with clinician training programs.

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Our commitment to quality begins with our Quality Policy. This policy was developed by a cross-functional senior leadership team led by Fred Lampropoulos, Chairman and Chief Executive Officer.

Merit Medical Systems, Inc., strives to improve patient care by providing high-quality, innovative products and services while satisfying all relevant laws and regulations. Our primary concern is the safety and effectiveness of our products and services.

We are dedicated to maintaining the effectiveness of our quality management system by meeting established objectives, constantly assessing products and systems, and implementing continuous improvement projects.

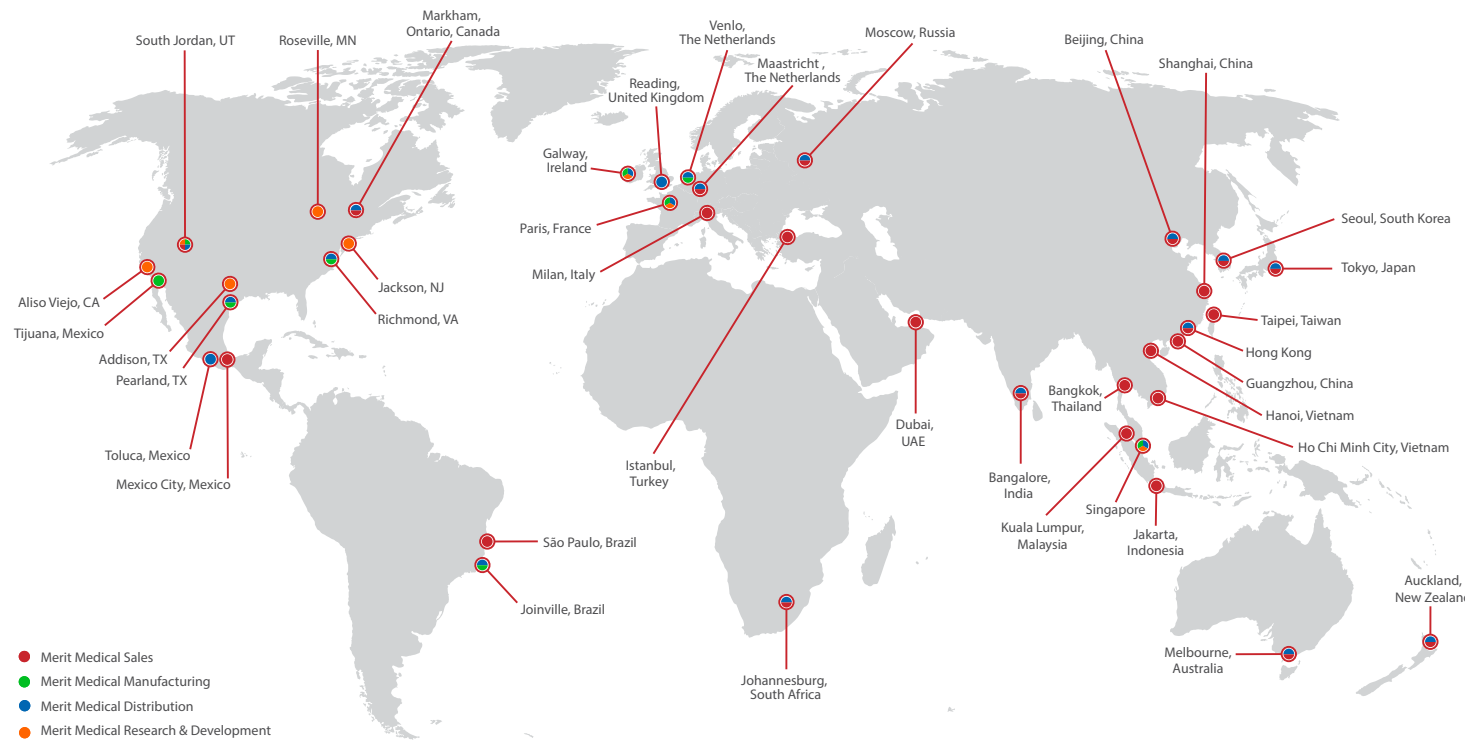
—Quality Manual

Patient care is central to our mission. Providing high-quality, innovative products that are safe and effective is our primary goal. Merit's Quality Policy is supported by a quality management system (QMS), which is designed to deliver innovative quality products and services throughout all stages of a product's lifecycle, including design, manufacturing, pre- and post-clinical trials, customer evaluations, and Post-Market Surveillance (PMS).

Our Quality Policy is on display throughout our facilities, has been translated into relevant local languages, and is attached to each employee's security/access badge at the time of hire. Employees are introduced to this policy during orientation programs (at time of hire) and, at a minimum, annually thereafter during QMS training.

QUALITY MANAGEMENT TEAM

Our organizational structure includes an independent Quality Assurance function that establishes, monitors, and maintains the QMS. The Merit Vice President of Global Quality Assurance also serves as the Global Quality System Management



Quality

is the responsibility of all Merit employees.

In addition, 5.6% are responsible for Design Assurance, Product Inspection, Quality Assurance, Field Assurance, and Quality Engineering in addition to Sales and Distribution Support

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Representative (QOSMR). The QOSMR has the authority/responsibility to:

- Ensure that processes needed for the QMS are established, implemented, maintained, and compliant with current Global Regulatory Requirements;
- Report on the performance of the QMS and any need for improvement to executive management;
- Interact with external bodies on matters relating to the quality system; and
- Ensure awareness of all applicable regulatory, customer, and quality management requirements throughout the organization.

Each Merit operations location has a designated quality leader who oversees quality assurance and acts as the appointed QMS representative.

QUALITY COMPLIANCE

Merit's QMS is designed to closely align with the requirements of ISO 13485:2016 for Medical Device Operations and that of ISO 9001:2015 for General Manufacturing Operations at a minimum. International and customer-specific requirements are blended into our systems as required. Merit maintains certification to both these standards, in addition to Medical Device Single Audit Program (MDSAP) Certification at our Global Medical Device Operations. During 2021, Merit continued its independent assessment plan for compliance to European Union Medical Device Regulation (EU MDR); all sites that hold Legal Manufacturing responsibilities have successfully completed this assessment.



We welcome external review and assessment of our QMS by regulatory agencies and customers alike. A win for us is when these assessments highlight areas of compliance and areas where opportunity exists to be better. In addition to external reviews, the assigned QMS representative at each site develops an annual Internal Audit Schedule and coordinates its completion with suitably trained

audit team members. Actions arising from these audits are managed through a Corrective and Preventive Action (CAPA) process. Learnings from audits are shared and, where practical, corrections are driven globally where the potential of non-conformance exists in two or more sites.

Globally, we are actively involved in various advocacy and trade association network groups (e.g., Quality/Regulatory/Sterility Assurance, etc.) comprising industry peers, regulatory bodies, and learning institutions whose collective purpose is to share knowledge with respect to regulatory expectations, implementation of regulations, incorporating acknowledged state-of-the-art practices, and application of changes or new regulations for the betterment of patients and the environment.

GRI 416-1 | PRODUCT SAFETY

The provision of high-quality, innovative products that are safe and effective is our primary goal. Our focus on product safety and performance starts with the Design Control process which rigorously defines performance requirements, safety requirements, and user requirements (inputs) into a physical design (outputs) to achieve intended use. The pathway between design inputs and design outputs goes through an extensive risk management process, as defined by ISO 14971 (Medical Devices—Application of Risk Management to Medical Devices).



Design outputs and risk controls are verified during Design Verification to achieve safe medical device products. Product use and performance are validated through Design Validation activities which are performed in a simulated or actual

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clinical environment by trained clinical professionals or application experts. Once validated, products are transferred to production where Process Validation ensures that all risk controls are properly implemented to realize safe medical devices.

We are committed to improving products by the reduction of residual risks based on internal/external vigilance inputs to ensure that products meet/exceed the commercial state of the art.

GRI 416-2 | PRODUCT & SERVICE PERFORMANCE

Once commercialized, product performance characteristics are monitored through PMS activities. These activities are both proactive and reactive and include but are not limited to:

Proactive Feedback

EU MDR requires a PMS plan for each device to proactively collect data about the safety and performance of the devices. We comply with this requirement by collecting data through Proactive Post-Market Surveillance (PPMS) activities or Post-Market Clinical Follow-up (PMCF) activities.



To support compliance to EU MDR, we designed and implemented a Voice of Experience (VoX) system to collect pertinent customer feedback, relating their experiences with device safety and performance, for those devices classified as Class I or Class II (EU MDR Classification).

The data collections are designed to focus on customer needs, expectations, understandings, and product improvement. VoX enhances and supplements customer engagement activities in place through commercial teams and promotes product centric feedback.

For Merit devices classified as Class IIb or higher within the Union Market, we have developed PMCF plans for all commercially available product families, which include defined safety and performance feedback objectives. We are currently in the "active data collection" phase for many of these plans (i.e., PCMF execution), which consists of collecting patient-level data. Once collected, the data will feed directly to product risk management and PMS annual reviews.

Reactive Feedback

- Product customer complaints
- Worldwide safety and performance data accumulated through country-specific databases (e.g., FDA-MAUDE, Total Product Lifecycle or TPLC, and the Therapeutic Goods Administration Database of Adverse Event Notifications or TGA-DAEN)
- Product recall history for Merit products as well as similar/equivalent products available
- Product safety and performance as a measure of the volume of product sold
- Comparison of clinical research/clinical literature that is pertinent to Merit products (and/or equivalent products in the market)

REACTIVE, PERFORMANCE METRICS

ZERO

Class 1 Recalls

3 years (2019 – 2021)

5% 

2021 reportable rate

per 1M units sold lower than 2020 rate, per 1M units sold (MAUDE)

These activities monitor the totality of the risks presented through the typical use of a device (i.e., product risk profile) to ensure that the risk profile is not increasing over time. If safety or performance signals are detected through the PMS system that indicate an increased risk profile, the system is designed to drive corrections or improvement to return to (or improve upon) the original approved risk profile. The PMS system is a highly interactive safety and performance monitoring process that leverages real-time, reactive, and proactive quality data in combination with well-established, closed-loop, interdependent quality systems to monitor and report product performance and safety throughout the product lifecycle.

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Delivery Performance

In addition to Product Performance metrics, Delivery Performance is also assessed by measuring:

- Delivery, ≤ 3 days, direct market, 92% of orders
- Administrative complaints, $\leq 1\%$, all orders return for service-related complaint

DELIVERY PERFORMANCE, METRICS (2021)

>92%

On-time Delivery

$\geq 99\%$

Orders, Delivered,
Right First Time

We have consistently exceeded our goal of delivering products to the direct market within 3 days or less of order placement, 92% of the time during 2021. In addition, approximately 0.97% of all orders placed during 2021 reported an administrative complaint (e.g., shipped wrong product, shipment lost, etc.).

Customer Partnership

We are committed to our role as an education partner through our Think Education™ program. Courses are designed and taught by physicians and include didactic presentations, taped or live cases, and hands-on training. We believe that a successful program provides an enjoyable education experience as well as the clinical support needed for physicians to implement learning once they return to their practice. Despite the global pandemic, Merit education was strong with 37 new in-person and live virtual courses offered, the implementation of our new on-demand education portal MeritThinkEducation.com, and our field-based clinical educators reached more than 4,000 clinicians from all over the globe.

THINK**EDUCATION**™

2021 THINK EDUCATION IN NUMBERS

37+

New Courses

4K+

Clinicians
Reached

NEW

On-Demand
Education Portal

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Supplier Quality Management

The Merit Global Procurement team manages over \$230M in annual direct purchases (i.e., items/services that may directly affect product quality). The responsibility for the provision of high-quality, innovative products that are safe and effective is shared with these direct suppliers. Responsibilities and methods for the purchasing process are defined and controlled by documented procedures, thus ensuring that all purchased products and services conform to specified requirements.

Supplier selection and the degree of control exercised are dependent upon the product/service type and quality impact and is proportionate to the level of risk associated with the device, compliance to applicable regulatory requirements, supplier performance, previous relationships, and Merit requirements. Suppliers are assessed and approved prior to use and are subject to ongoing monitoring of performance (e.g., Incoming Inspection Results, Supplier Corrective Action Response, Supplier Quality Audits, etc.) throughout the commercial arrangement.

2021 DIRECT SUPPLIERS IN NUMBERS

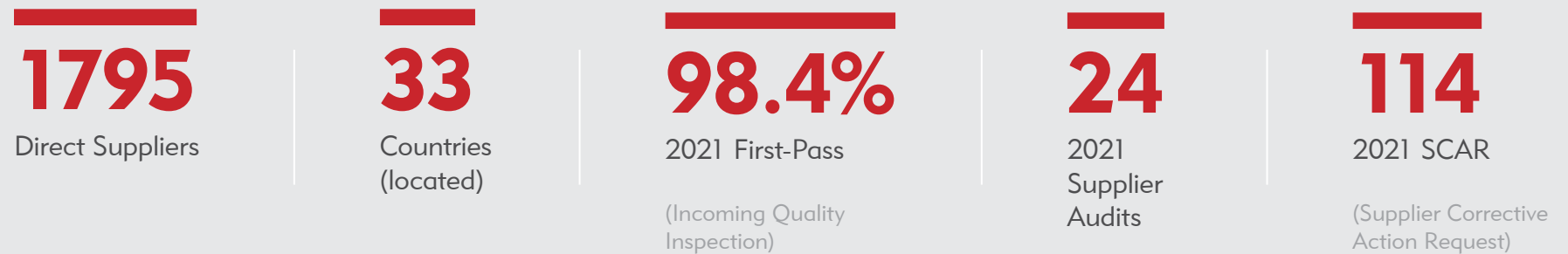
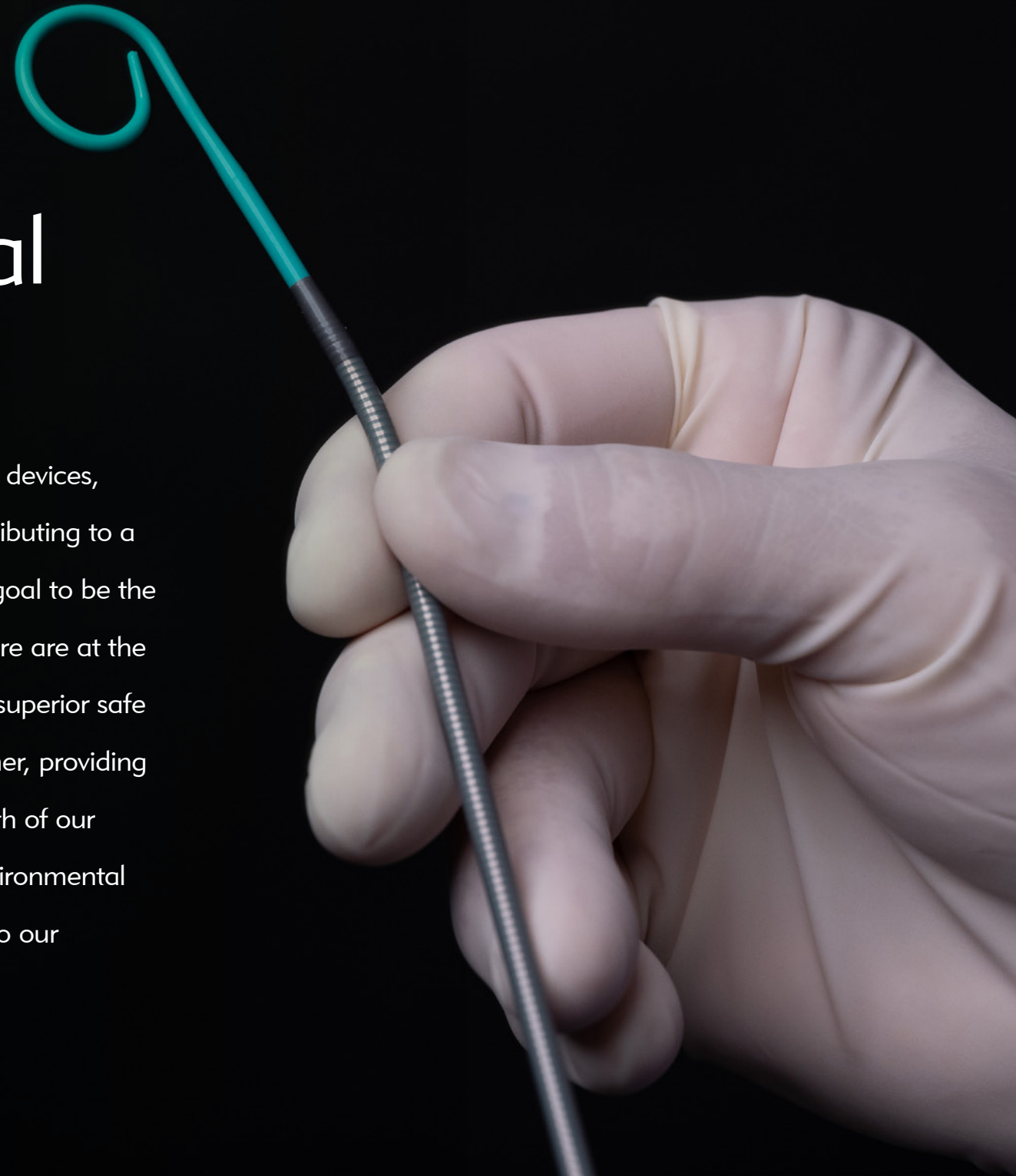


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Environmental Sustainability

As a leading global manufacturer of medical devices, Merit Medical plays a significant role in contributing to a sustainable future. Our core beliefs and our goal to be the most customer-focused company in healthcare are at the heart of everything we do. We strive to offer superior safe and effective products in a sustainable manner, providing for the health of our customers and the health of our communities. We understand that sound environmental practices are beneficial to our business and to our stakeholders, both now and in the future.



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Addressing climate change, and the greenhouse gas (GHG) emissions that contribute to it, requires urgent action and long-term commitments by all members of society. Our dedication to reducing GHG emissions and addressing climate change that threatens human health supports and furthers our mission at Merit Medical to be the most customer-focused company in healthcare.

We acknowledge the scientific evidence presented by the Intergovernmental Panel on Climate Change (IPCC) concerning the need to limit global average temperature increase to avoid catastrophic effects of climate change. We also understand the risks and opportunities that climate change brings to Merit's global organization and assess these risks and opportunities within our Enterprise Opportunity Management (EOM) program. We recognize that using energy effectively and efficiently as well as investing in renewable energy can conserve natural resources and reduce fossil fuel combustion that contribute to GHG emissions and global warming.

We are committed to reducing the environmental footprint of our

organization through increased efficiency, resource conservation, responsible procurement and logistics, and product innovation. As such, we have designated 2020 as a baseline year and have made the following commitments by the end of year 2030:

- 50% of our total energy usage will come from renewable sources.
- Our energy intensity (kWh/\$ revenue) will decrease by 10% or more.
- Our GHG emissions will decrease by 15% or more, indexed to revenue.

In addition, we have set goals to decrease our water intensity by 10%, indexed to revenue. Through these actions we believe we will reduce GHGs from our operations, contribute to reducing our overall usage of natural resources, and mitigate environmental impacts in our business.

To learn more about our efforts to reduce GHG emissions, energy consumption, and natural resource usage, visit our Corporate Sustainability Report at www.merit.com/about/corporate-sustainability/.

One of our key environmental risks stems from the type of products we produce. Single-use medical devices play a significant role in patient safety and outcomes. However, at the end of their use, even when disposed of properly, they have an impact on the environment. We therefore strive to continuously improve how we manufacture and distribute our products, aiming to make significant contributions in the material areas where we can have the greatest impact.



ADDRESSING CLIMATE CHANGE

The Merit Medical Systems, Inc. Statement on Climate Change (see to the left) discusses our position on the threat of climate change and our dedication to doing our part to make a difference.

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Energy & GHG Emissions

Each year, environmental data and emissions estimates are reviewed for changes as a part of our data validation process. As a result, figures and totals depicted in this year's Sustainability Report may include minor updates versus data published historically. As part of our continuous improvement, we have aligned our energy and emissions reporting with the standards published by the Global Reporting Initiative.

All environmental reporting includes Merit-owned and/or Merit-controlled locations greater than 10,000 ft²

2030 GHG EMISSION GOAL



By 2030, our GHG emissions will decrease by 15%, indexed to revenue.

Energy is a significant manufacturing input and cost within our global operations, so energy efficiency and conservation are important objectives within our business. Using energy effectively conserves resources, advances environmental performance, reduces the burning of fossil fuels, and improves air quality.

Emissions Factors: GHG emissions are reported for scope 1 and scope 2. Scope 1 emissions are calculated utilizing the Greenhouse Gas Protocol tools which utilize the global warming potential (GWP) rates from the IPCC, 5th Assessment Report (AR5), 100-year time horizon values. Scope 2 emissions are calculated using location-based resources, such as the Emissions & Generation Resource Integrated Database (eGRID) published by the Environmental Protection Agency (EPA) for US locations and the International Energy Agency (IEA) 2021, emissions factors for global locations.

We have committed that by 2030, we will reduce our GHG emissions intensity by 15% from our baseline year of 2020. Recent site-based initiatives to reduce direct emissions include moving to LED lighting, installing motion sensors for

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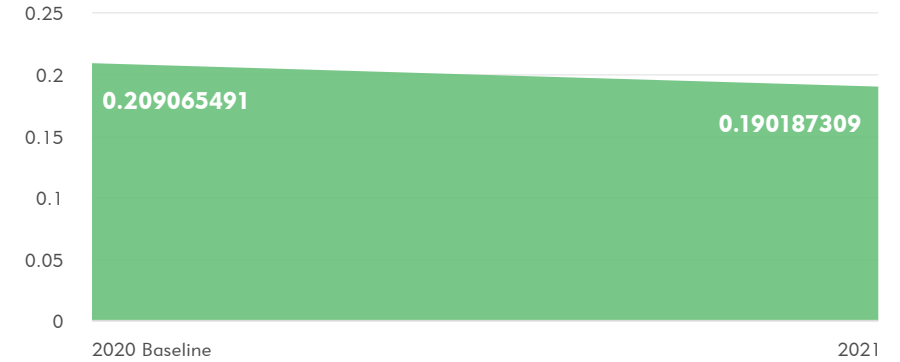
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lighting, upgrading to more energy-efficient equipment, and optimizing plant systems. Sites are also reducing indirect emissions by procuring renewable energy sources for electricity needs.

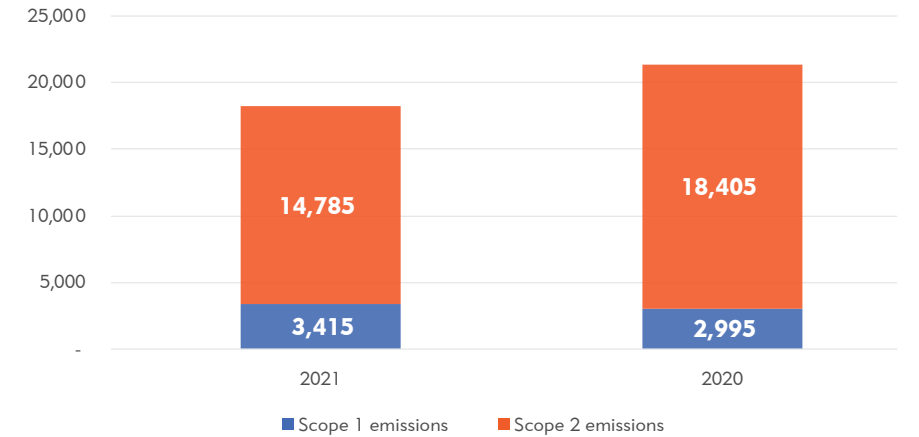
GRI 305-1 // GRI 305-2 | In comparison to our 2020 baseline year, we have seen a reduction in energy intensity and GHG emissions (scope 1 and 2). Our energy intensity decreased by 9%. While total energy usage consumption rose by 2,891 MJ across the organization, our utilization of that energy to produce revenue has resulted in the decrease in our overall energy intensity. Our GHG emissions intensity decreased by 24%. This is a result of moving to more green energy, the rise in our overall revenues, and the incremental improvement in location-based emissions factors for 2021. Our total GHG emissions (scope 1 and 2) for 2021 were 18,200 MT of CO₂e, a decrease of 3,202 MT of CO₂e from our 2020 baseline of 21,402 MT of CO₂e. Total scope 1 emissions for 2021 were 3,415 MT of CO₂e from stationery and vehicle combustion, and scope 2 emissions for 2021 were 14,785 MT of CO₂e.

During 2021, our total global energy usage was approximately 204,404, MJ, an increase of 2,891 MJ over the 2020 baseline energy consumption of 201,513 MJ. This includes purchased electricity and fuels used by Merit-managed and Merit-operated facilities.

ENERGY INTENSITY (MT/\$KRev)



SCOPE 1 AND SCOPE 2 EMISSIONS (MT)



GHG EMISSIONS INTENSITY SCOPE 1 AND SCOPE 2 (MT/\$KRev)



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2030 ENERGY GOAL



By 2030, 50% of Merit's energy usage will come from renewable sources, and our energy intensity will decrease by 10%, indexed to revenue.

INCREASING OUR USAGE OF GREEN ENERGY

Supporting and utilizing renewable "green" energy is pivotal to our long-term climate change strategy at Merit. During 2021, we increased our overall usage of renewable energy by 15%. We do this through a variety of methods, including hydroelectric power, purchasing units of energy generated through wind and solar from local utility providers, and new for 2022, the installation of solar panels on selected Merit properties. Part of our continuous improvement goals is creating long-term site plans for each of our locations that include an assessment on increasing green energy usage year over year.

RENEWABLE ENERGY (MJ)

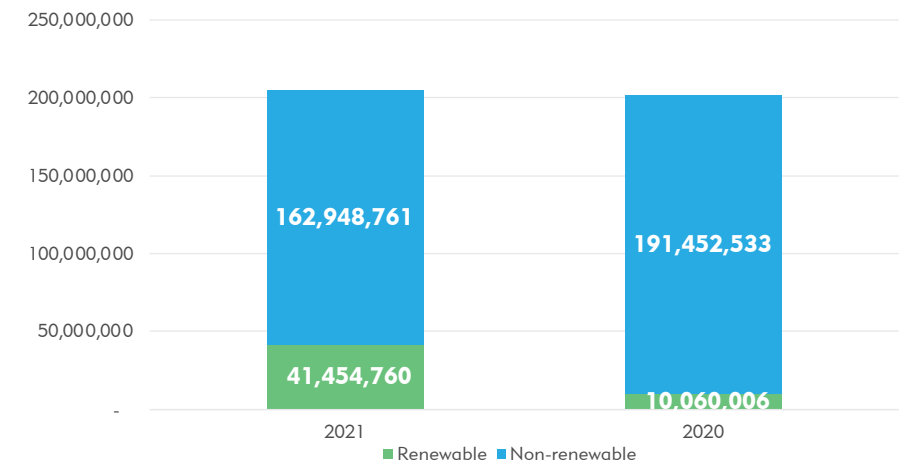
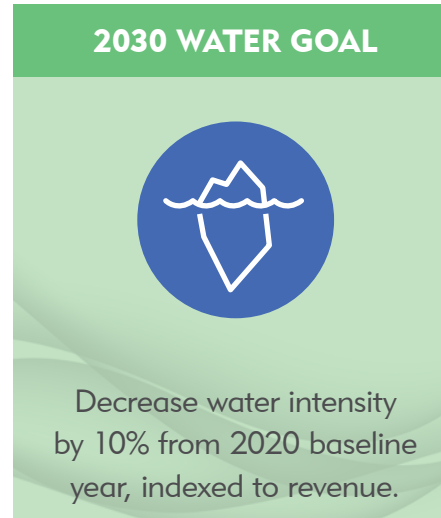


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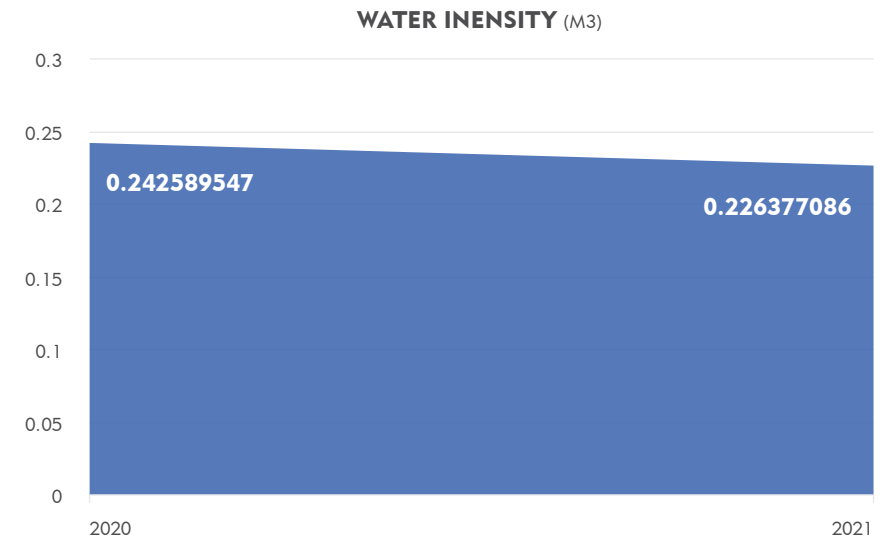
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Water



GRI 303-1 | Water can be withdrawn from multiple sources. Most of the water used at Merit facilities is withdrawn from surface water, for example lakes and rivers.

Water risk is identified as one of Merit's key environmental challenges and opportunities. Water is a globally shared resource, but goals and initiatives are addressed at the site level by understanding local/regional water basin activity and stress. We continuously work to understand the impact of water use at each of our operating facilities and to enact programs that improve water efficiency.



GRI-303-5 | Our 2030 Operational Sustainability targets include a 10% reduction in water consumption per dollar of revenue earned. During 2021, our total global water consumption at sites greater than 10,000 ft² was 243,299 m³, an increase of 9,473 m³ from our 2020 baseline year of 233,826 m³. However, our water intensity decreased by 7% compared to our 2020 baseline year due to an incremental increase of revenue from 2020 to 2021.

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WATER RISK ASSESSMENT

Site	Country	River Basin	Water Depletion	Baseline Water Stress	Available Water Remaining	Drought Frequency Probability
Tijuana	Mexico	Tijuana	4	5	4	4
Salt Lake City	USA	Great Salt Lake	3	2	5	4
Houston	USA	Texas	3	3	2	3

Risk Matrix

1 Very-Limited Risk
 2 Limited Risk
 3 Some Risk
 4 High Risk
 5 Very-High Risk

GRI 303-2 | Water issues vary significantly by operating location. In 2021, we utilized the Water Risk Filter tool provided in collaboration between the World Wildlife Fund for Nature (WWF) and KFW DEG to understand water basin risk at our operating locations. According to the water risk assessment, we have identified three Merit manufacturing locations as water-stressed sites. The methodology disclosure for the Water Risk Filter tool notes: “The logic that underpins the water risk assessment is to evaluate average, recent water risk conditions as well as some level of future risk.” In 2021, water consumption in water-stressed regions was 77% of our total water usage.

GRI 303-3 | Understanding the water risk at our large manufacturing sites presents us with opportunity to address the risk and enact mitigating activities. For example, the team at our Merit Tijuana facility has installed backup water storage and has implemented water efficiency projects within multiple operations, such as single-use sensor water faucets, waterless bathroom fixtures, and water-reutilization projects. At Merit Salt Lake City, we have implemented xeriscaping, water-recirculation cooling systems, faucet sensors, and low-flow bathroom fixtures. We will continue to increase and improve projects targeted at addressing water risk and opportunities for increasing efficiency that will contribute to our stated 2030 goal for water-intensity reduction.



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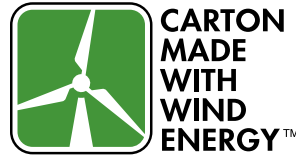
PRODUCT PACKAGING

Merit looks for ways to reduce and conserve first, then to recycle. To do this, we are continuously challenging our processes and holding ourselves accountable for the results. This brings about the right kind of change within our organization and our communities. In 2021, Merit began a multi-year project to review how we package our products with one goal in mind: reduce unnecessary packaging. We accomplished this by assessing how our products are ordered and used by our customers and then looking for opportunities to eliminate superfluous materials, such as intermediate boxes, packaging fillers, and number of shipments. In our first year of implementation, we recorded a savings of approximately 211,000 lb in eliminated materials, including boxes and film. We look forward to reporting on this project year over year.

Merit is partnering with suppliers that keep us moving in the right direction. For example, one of our largest suppliers of paperboard folding-carton packaging is certified by the Forest Stewardship Council (FSC) for its use of paperboard that is Chain-of-Custody (CoC) certified. This certification indicates the materials used are exclusively sourced from responsibly managed forests, sustaining this natural resource for future generations. FSC's forest management standards expand protection of water quality, prohibit harvest of rare old-growth forest, prevent

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loss of natural forest cover, and prohibit highly hazardous chemicals, which are all unique aspects of the system. This supplier also manufactures 100% of its packaging with energy offset by renewable wind energy credits, creating a carbon-neutral manufacturing footprint and enabling legal entitlement to claim and use a logo stating "Carton Made with Wind Energy" on our packaging.

RECYCLING

Doing our part to divert waste from local landfills is an important aspect of our Environmental Management System (EMS). Each month we strive to reduce the impact of production on the communities we serve by recycling corrugate, plastics, metals, pallets, and motor oil. During 2021, our global facilities recycled more than 20,000 MT of waste produced by our operations. We recognize there is more to do and strive to increase recycling each year as well as find ways to reduce total waste.



A great example of waste reduction is our internal system of utilizing reusable plastic totes and pallets for intercompany shipping of components and products. This action has vastly reduced the amount of corrugated and packing materials used. With more than eight manufacturing centers worldwide that transport millions of goods between sites throughout the year, the reduction in boxes and shipping materials really adds up.

Whether it is intercompany shipping or shipping to our customers, we continue to evaluate and enhance our system to reduce the materials we use. The Merit Smart Shipping™ program is designed to send select Merit products to customers in original packaging, eliminating the need for additional shipping materials. This innovative strategy has resulted in a reduction of more than 100 MT of corrugated boxes and plastic bubble wrap materials per year. When our customers see the Merit Smart Shipping logo on their packages, they know they have purchased products from a company that cares about making changes with positive impacts on the environment.



GOOD THINGS ARE GROWING AT MERIT

At Merit Salt Lake City, our Farm-to-Table program includes a large garden and greenhouse dedicated, in part, to growing fruits and vegetables for use in our two on-site cafés. In 2021, we served more than 2,500 lb of fresh produce to our employees. Not only does this program provide fresh, in-season, nutrient-dense produce for our valuable team members, it also decreases the amount of produce shipped to our facility, helping to reduce our environmental footprint. In addition to nutritious food, the garden also generates oxygen-producing trees and shrubbery designed to support pollinating insects.

During 2021, approximately 13,000 plants were grown in the Merit greenhouse, 4,500 of which were purchased by Merit employees. Proceeds from these sales are donated to the Merit Candy Cane Program, an initiative designed to assist families in need during the holiday season.

More than 5,400 lb of fresh produce was distributed to Merit employees through our U-Pick program—a project we started to encourage our team to visit the garden for fresh air and sunshine during the workday and to pick fresh produce and participate in garden cultivation activities. Employees can also sign up for

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garden boxes where they can grow their own fresh produce for themselves and family members throughout the growing season. Our knowledgeable garden staff is always there to help, offering garden tips and their expertise.

Each year we donate high-quality produce to low-income senior citizen centers. Striving for a zero food-loss policy, the less-than-perfect produce goes to feeding farm animals at a nonprofit charter school in the Salt Lake Valley. Taking it a step further, to ensure green waste at the end of the growing season is also put to good use, we send it to the local landfill to generate compost for the next growing season.

Altogether, our 2021 growing season produced more than 10,000 lb of fresh produce!

DOING OUR PART WHEREVER WE ARE

At Merit Salt Lake City, our Scrape Your Plate program has diverted several tons of food waste from the local landfill to an anaerobic digestion plant in North Salt Lake City. In doing so, we help to reduce methane gas emissions that contribute to the air quality in our high-elevation mountain valley. Our food waste is processed, resulting in a natural source of methane gas that is pumped back into the natural gas system and used to heat homes and businesses. Since the launch of the program in 2019, we have conserved approximately 13.9 MT of CO₂ emissions. This is the equivalent of conserving the CO₂ emissions from 14,415 lb of coal being burned.

Our Merit Salt Lake City and Merit Galway facilities promote the usage of electric vehicles by providing employees with on-site, electric vehicle-charging stations. These stations have resulted in the prevention of more than 25,500 kg of GHG emissions, which is the equivalent of planting 655 trees and letting them grow for 10 years!

In Singapore, employees are doing their part by installing solar-powered lamp posts for outdoor lighting, water sensors for handwashing, and providing reusable cutlery sets and cooler bags to help reduce waste produced by plastic cutlery and disposable lunch bags. They have also switched to reusable glasses and mugs within their break rooms and cafeterias.

Our team at Merit Tijuana has adopted mass transportation to conserve emissions and ensure the safety of employees. The facility operates 13 new, fuel-efficient buses to transport more than 1,000 Merit employees to and from work each day. These buses provide safe, efficient, and comfortable transport for our valuable team members in Tijuana.

We have begun implementing our internally designed eWORQ program to transition our operating lines in Merit Salt Lake City from paper to electronic work orders. This pilot program at our corporate headquarters began in 2019, and it has reduced the amount of printed paper within our production processes. Once it is fully implemented at all our manufacturing sites, we estimate the eWORQ program to save millions of sheets of paper and thousands of plastic sleeves annually.



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Our sales teams in Europe, Middle East, and Africa (EMEA) are supporting change through the purchase of Ocean Bottles. These small water bottles have a big impact. Each reusable Ocean Bottle is produced with 11.4 kg of recycled ocean-bound plastic. In 2021 alone, the Ocean Bottle team collected 2,421,952 kg of ocean-bound plastic, up from 632,413 kg in 2020.

SUSTAINABILITY-RELATED ISO CERTIFICATIONS

In 2019, Merit began pursuing certifications within our Environmental Health and Safety Management System (EHSMS) through the International Standards Organization (ISO). Merit's EHSMS is designed to address the management of environmental, health, and safety (EHS) compliance to local and global regulations and to facilitate the oversight of our management systems through monitoring, measuring, and reporting. At the beginning of 2019, we set a goal to have all eight major manufacturing sites certify to ISO 14001 (environmental management) by the end of 2021 and to certify to ISO 45001 (occupational health and safety management) by the end of 2022. We are also pursuing certification of our Energy Management System (EnMS) through ISO 50001. At the release of this report, we are pleased to announce that all eight major manufacturing sites have achieved ISO 14001, five of the eight sites have achieved ISO 45001, and three of the eight sites have achieved ISO 50001 (see ISO chart).

SUSTAINABILITY-RELATED ISO CERTIFICATION AT MERIT MEDICAL			
Merit Location	ISO 14001 Environmental	ISO 45001 Health & Safety	ISO 50001 Energy
Salt Lake City, Utah	✓	✓	
Tijuana, Mexico	✓	✓	
Galway, Ireland	✓		✓
Singapore	✓	✓	✓
Houston, Texas	✓	✓	
Richmond, Virginia	✓	✓	
Paris, France	✓		
Venlo, Netherlands	✓		✓



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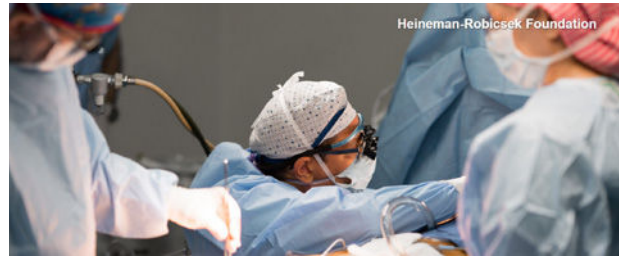
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Philanthropy

From the beginning, Merit Medical set out to improve lives around the globe. More than 30 years later, this mission still drives us forward in business and social impact. Through financial contributions, employee time and dedication, and collaboration with global and local nonprofit organizations, our worldwide facilities foster stronger communities and create positive change in the areas we serve.

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AIDING HEALTHCARE IN BELIZE

Through product donations, Merit has partnered with Heineman-Robicsek Medical Outreach, Inc., to bring quality healthcare to the people of Belize. This important mission helps to treat children with a broad array of conditions, ranging from influenza and hospital-acquired infections to pneumonia.



SUPPORTING BREAST CANCER AWARENESS

Every October we recognize Breast Cancer Awareness Month through generous donations and facility and community events. In 2021, Merit employees around the world participated in COVID-19-friendly awareness, education, and recognition activities as well as supported donation efforts to advance this important cause.



SUPPORTING OUR COMMUNITIES AROUND THE WORLD

We love the communities where we live and work. Each day we strive to do our part to be good citizens and give back wherever we can. All over the world, Merit employees are making a difference.

MERIT SALT LAKE CITY—SPREADING GOODNESS NEAR AND FAR

At our corporate headquarters in Utah, Merit supports many local charitable organizations, including Utah Special Olympics, Utah Clean Air Partnership (UCAIR), and local STEM education and service opportunities for youth.

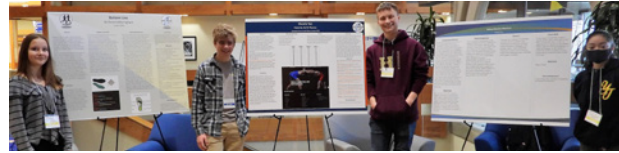


Supporting STEM Programs for Students

Merit Salt Lake City is a major sponsor for the Jordan **PRE**-Freshman **E**ngineering **P**rogram or “Jordan PREP.” This free 6-week, all-day summer program is focused on strengthening the analytical skills of students, preparing and motivating them to pursue careers in science, technology, engineering, and math (STEM). Over a 3-year period, students take courses in engineering, problem solving, logic, physics, computer science statistics, and technical writing. The program is designed for high-achieving middle school students in Grades 7 – 9 with an interest in STEM. The program prepares students to pursue STEM careers through instruction, project-based learning, mentored research, tutoring and homework assignments,

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educational field trips, STEM career presenters, and a state-wide STEM fair (Sci-Tech EXPO). In 2021, 146 students participated, of which 61% were female, 53% identified as people of color, 67% of students reported as qualifying for free/reduced lunch, and 68% of the students' parents did not graduate from high school or attend college.



Combining Service with Self-Esteem Among Students

Merit Salt Lake City has partnered with The Alpine Foundation to support a program called Lunchtime Service for school-aged kids. This program is a safe and collaborate way to show support to local and international charities serving the less fortunate, homeless, and refugee populations. Students donate their time during their lunch hour by making blankets, preparing learning materials, weaving sleeping mats from discarded plastic shopping bags, and making comfort bears for children.

This program not only helps bring necessary items to those in need but also provides volunteer opportunities as well as a safe and supportive environment during the lunch period for students who may not have a place to go or friends to be with at lunch. This valuable program fosters self-esteem through creating handmade humanitarian service projects and helps to develop positive connections and relationships among peers.



The program has received a great deal of heart-warming feedback from students such as, "Finally, I have a place to be at lunchtime" (Cameron, seventh grade). Another student wrote, "When Lunchtime Service started, suddenly I had a place where I could go and do something useful while being around other kids like me. For the first time in years, I feel like I have friends" (Melynne, 11th grade). Program Director Jillean Brown explains:

"Because of the special nature of Lunchtime Service, we attract many students who struggle socially to feel of worth. Many of our students do not belong in any particular social group among their peers, and we also incorporate many of the special needs students into our program. The projects we provide are intended to foster natural interaction among students. As the program has progressed and gained popularity with all types of students, kids who struggle socially are working side-by-side with members of the football team or the cheer squad. This has fostered a great deal of understanding, empathy, and self-esteem for all types of students. In today's world with the struggles that all students face, this valuable program not only helps the less-fortunate in our world, but it also literally saves lives within our schools. We thank companies like Merit Medical for helping us to continue to make a difference!"



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MERIT GALWAY—Combining Wellness & Giving

Employees at Galway, Ireland, are passionate about taking steps to aid those in need through their support of Blood Bike West. This charitable organization, made up of motorbike enthusiasts and volunteers, provide an emergency, out-of-hours free service to the hospitals and hospice groups in the West of Ireland. Blood Bike West aims to relieve sickness and protect health by transporting urgently needed blood, blood products, patient records, drugs, and other medical requirements between hospitals and blood transfusion banks. In May 2021, Merit Galway employees participated in a “Merit May-a-thon” by creating 25 teams with 5 employees per team. These teams competed to see who could reach the highest steps over the course of the month. All teams tracked their activity through their phones, which was then tracked on Merit’s live leaderboard on a weekly basis. The winning team, Wires on Fire, completed an astonishing 3,801,952 steps! All teams put in great effort and all monies raised were presented to Blood Bike West.



MERIT SINGAPORE—Spreading Hope in the New Year

In Singapore, our facility spread Chinese New Year cheer by donating to several local missions and centers, including the Shine Welfare Action Mission Home (youth and families), Sun Dac (people with disabilities), and Migrant Worker’s Center (support for foreign workers). Our Singapore team also supported “Make-a-Wish Singapore” with the donation of masks that featured artwork designed by three children with a shared message of hope.



MERIT RICHMOND—Fighting Against Childhood Cancer

Our facility in Richmond, Virginia, has joined in the fight against childhood cancer by sponsoring and donating to the ASK Childhood Cancer Foundation, which is Virginia’s largest and most comprehensive provider of support services for children with cancer and their families. Support from ASK Childhood Cancer Foundation begins from the moment of diagnosis and extends through treatment and beyond.



MERIT TIJUANA—Supporting Kids in Their Local Community

At our large facility in Tijuana, Mexico, employees are doing their part to take care of the children in their local community. During 2021, Merit Tijuana donated food and toys to 80 children at the Child House Home and made monetary donations to Fundación Castro Limón (Childhood Cancer Organization). Employees also participated in a virtual run and purchased special-edition hoodies that supported children with cancer by donating to their chemotherapy expenses.

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2021 AWARDS & RECOGNITION

At Merit Medical, we believe true success happens when we challenge ourselves to grow and improve. We are proud to announce that during 2021, we were recognized for our growth and achievements by several notable organizations. Each award received is a testament to our mission of improving the lives of people, families, and communities throughout the world. Whether it was through the actions we took to reduce our environmental footprint or protocols put in place to keep our employees safe during the pandemic—2021 was a year of perseverance and determination to make a difference.

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Utah Business 2021 Green Business Award

Merit's global headquarters in Salt Lake City, UT, received the 2021 Green Business Award, which recognizes organizations and individuals making positive strides to promote sustainability within the Utah community. Merit specifically won in the Corporate Initiative category for the actionable steps taken to reduce the company's environmental footprint, now and in the future.



The Stevie® Awards for Frontline Medical Hero of the Year

This year Dr. Nicole Priest, Chief Wellness Officer (CWO), won gold in the Stevie Awards for Frontline Medical Hero of the Year for her efforts in mitigating the effects of the COVID-19 pandemic at our Merit facilities worldwide. When the COVID-19 pandemic began, Dr. Priest was instrumental in innovating safe ways to enable employees to continue working. In addition to enforcing social distancing and mask guidelines before state and federal mandates were established, Dr. Priest ensured that educating employees on safe pandemic practices was a top priority. Through bi-monthly wellness newsletters, she provided case updates, healthy lifestyle guidance, and information as the pandemic unfolded. She also partnered with the Salt Lake Health Department to bring vaccine education sessions directly to the global headquarters campus, and in May of 2021, the Merit Care clinic began offering the COVID-19 vaccine to all employees and their dependents, creating an accessible avenue to help stop the spread of the virus. Thanks to Dr. Priest's efforts, Merit was able to continue operations safely and efficiently throughout 2020.



Utah Business 2021 Healthcare Heroes

Fred Lampropoulos, Merit Founder and CEO, was recognized as a 2021 Healthcare Hero for his

leadership in guiding Merit through the COVID-19 pandemic. From the onset of the pandemic, Mr. Lampropoulos was quick to adapt Merit's strategy to ensure employees were able to safely continue producing the life-changing medical devices our company is known for. By working closely with Dr. Nicole Priest, CWO, Mr. Lampropoulos ordered and implemented COVID-19 safety measures, including mask mandates, social distancing, and temperature screening for employees on campus, and instructed many departments to move operations to their homes where possible. To further support employees during this uncertain time, Mr. Lampropoulos developed new travel policies, approved a pandemic sick leave scheme, and began providing free meals through the on-site cafeteria to Merit employees working at the global headquarters campus. Thanks to his commitment to his employees, their families, and the communities we serve, Merit was able to continue designing, manufacturing, and shipping essential medical devices while maintaining employee morale during the pandemic.



Please join us in congratulating all team members who were instrumental in making these great achievements possible. We look forward to seeing what we accomplish in 2022!

REPORT PARAMETERS

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This report has been prepared using selected GRI Standards, which are disclosed and referenced within the report and within the GRI Index. We have followed GRI Standards where indicated. We report our sustainability performance on an annual basis. Except where stated otherwise, this report includes data from January 1 through December 31, 2021.

For this 2021 sustainability report, we considered input from third-party inquiries we have made, external ratings, and general indices. The metrics and data provided in this report reflect input from Merit Medical-owned and/or Merit-controlled sites as well as third-party suppliers and/or vendors who have an approved business relationship. The report includes data from Merit enterprises where we have operational control. The data reported have been obtained primarily from our financial management reporting systems, various human resources information systems, and the Merit corporate reporting systems for environmental, social, and governance reporting indicators. We are confident in the overall reliability of the data reported but recognize that some of these data are subject to uncertainty, inherent to limitations associated with measuring, calculating, and estimating data.

Minor corrections in historic data may be due to data errors or other approved reasons. Each year, energy consumption and environmental emission estimates are recalculated and revised for all year in the annual sustainability report, as attempts are made to improve both the analyses, using better methods or data, and the overall usefulness of the report.

Please contact us at [merit.com](https://www.merit.com) with any questions or comments about these changes.

NOTES:

- Environmental data are based on Merit-owned and/or Merit-controlled operating locations that are greater than 10,000 ft². This includes eight manufacturing locations and seven distribution/sales locations. During 2021, we began reporting our total energy usage in units of joules instead of kilowatt hours to better align with GRI reporting standards.
- Intensity is measured as a given metric divided by the total yearly net revenue dollars earned.

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CORPORATE 
SUSTAINABILITY



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