



2020 SUSTAINABILITY REPORT





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UNDERSTAND.
INNOVATE.
DELIVER.™

A Message from Merit's Chairman and CEO

The year 2020 has been one like no other. We have experienced a humbling reminder that nature is bigger and more powerful than any one of us, and only through innovation and collaboration will we solve worldwide challenges. Our culture of innovation and teamwork at Merit Medical has seen us through the challenges during this unprecedented time. Our primary focus has been keeping our employees and their families safe and healthy while continuing to serve our customers, so they can take care of their patients.

We have acted quickly to face the challenges of COVID-19 while also working hard to deliver on our commitment to sustainability and corporate responsibility, understanding the importance of our actions within all phases of delivering our products to our customers. This includes the raw materials we use, the production and manufacturing choices we make, the methods we utilize to package and deliver our products to the end user, and more. Our intention is to lessen our impact on the planet.

Merit team members across the globe are our most important and greatest asset. Our people are passionate about making the world a better place now and in the future and serve within the communities in which they live and work to make a difference. In a year when the importance of diversity and inclusion has been at the forefront, we have reinforced our commitment to providing a safe

and caring work environment where all team members are valued and respected, understanding that diversity makes us stronger.

To support our corporate sustainability program, we have focused resources to better understand our total environmental footprint, from the energy and water we consume in powering our operations to the materials we use and the waste we generate. By increasing our measurement and understanding of these resources, we have gained greater visibility and have set 5-year reduction goals for energy, water, and waste.

I invite you to review our progress and newly stated goals within our 2020 Sustainability Report. Great things continue to happen at Merit, thanks to our strong culture of innovation, our global dedicated team members, and our desire to build real sustainable growth for today and tomorrow.



A handwritten signature in black ink that reads "Fred Lampropoulos".

Fred Lampropoulos
Founder, Chairman, and CEO

Our Commitment to Sustainability

Since opening in 1987, Merit Medical has relied on a dedicated team of individuals who have stood strong in the face of many and varied challenges. No matter the obstacle, they overcame it because of a steadfast company culture, a focus on innovation, and a passion for challenging the status quo. This was true back then and is even truer today.

HEROES AT WORK

With some of the most difficult issues seen in their lifetimes, Merit team members acted together to maintain a safe and healthy work environment amid a global pandemic. They fostered a sense of togetherness even while staying apart, and they maintained Merit's high standard of quality and customer care to meet the increasing need for products that help save lives.

This sense of teamwork and agility is the heart of Merit's commitment to sustainability. We understand the importance of being a good corporate citizen and acting with integrity to protect the communities in which we live and work. We are driven to conduct our business in a sustainable and transparent manner, recognizing the importance of this to our customers, supply chain partners, employees, and investors who are striving to achieve their own sustainability goals and objectives.

DRIVING BUSINESS VALUE

Merit's corporate sustainability strategy focuses on adding business value by assessing the risks and opportunities of our environmental, social, and governance 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 2020 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.

Our corporate sustainability strategy and goals are governed by Merit's Environment, Social & Governance (ESG) Committee of the board of directors, executive management, and our Corporate



A handwritten signature in black ink that reads "Alisha Jerauld".

Alisha Jerauld
Vice President, Environment,
Social, and Governance

Sustainability Council, comprising executives and subject-matter experts from across the organization. The council meets at least quarterly and leads Merit’s efforts to integrate corporate sustainability throughout the organization and ensure accountability.

The role of Merit’s Corporate Sustainability Council is to:

- Set and advance Merit’s corporate sustainability strategy and culture.
- Establish, implement, and track progress against Merit’s corporate sustainability risk, opportunities, priorities, and goals.
- Provide oversight and drive organizational accountability.
- Deliver quarterly and/or annual updates to the board.
- Solicit and review stakeholder input on Merit’s corporate sustainability risks, opportunities, programs, priorities, goals, and disclosure as well as broader industry trends.

MEASURING FOR SUCCESS

We understand that how we do business influences the world around us, and only by measuring and monitoring our performance do we fully understand

our impact. During 2020, we took the opportunity to improve measurement and disclosure for both environmental and social aspects of our business.

As you read through this report, we are pleased to share some of the valuable insights and results we have achieved over the past year as well as newly developed operational efficiency goals we have made using 2020 as a baseline. This includes our *Merit Medical Statement on Climate Change* that addresses our views 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 and water usage, and waste generation through the year 2030.

We take our responsibilities seriously and endeavor to improve the world through the design and manufacture of high-quality lifesaving medical devices. By empowering our people and keeping them safe and by conducting our operations in a conscientious way, we can transform healthcare for the better while minimizing our environmental footprint and maximizing the good we do worldwide.

GOVERNANCE & MANAGEMENT OF CORPORATE SUSTAINABILITY AT MERIT MEDICAL

| ESG COMMITTEE OF THE BOARD OF DIRECTORS | | | |
|--|------------------------------------|---|---|
| Chairman & Chief Executive Officer | | | |
| Executive Sponsor: Chief Operating Officer | | | |
| Chair: Vice President (VP), Environment, Social & Governance | | | |
| Corporate Sustainability Council Members | | | |
| Chief Compliance Officer | Chief Human Resource Officer | Chief Wellness Officer | Director, Enterprise Risk Management |
| EVP - European Operations | EVP, Global Research & Development | Chief Innovation & Strategy Officer | VP, Global Supply Chain |
| VP, Operations - Salt Lake City | VP, Operations - Texas | Director of Operations - Mexico | Director, Global Real Estate & Facilities |
| Executive Vice President (EVP) | | Sustainability Working Groups - As Assigned | |

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 sales, products, and product lines have expanded substantially, both through internal research and development projects and through strategic acquisitions.

GLOBAL NUMBERS

964 M
in 2020 Net Sales (\$US)

5,989
global employees

2.2 M
units produced per day

2.0 M
Square Feet of Manufacturing,
Commercial, Distribution, and
Research Space

Our world headquarters is located in South Jordan, Utah, with our principal office for European operations located in Galway, Ireland, and our principal office for Asian distribution 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 Massachusetts, 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 2.0 million square feet. As of December 31, 2020, Merit had 5,989 employees located in approximately 39 different countries in a variety of different roles. During 2020, Merit produced approximately 2.2 million units per day and had a total net revenue of \$963,875,000.



Singapore



Melbourne, Australia



Tijuana, Mexico



Auckland, New Zealand



Vento, The Netherlands



Roissy, France



Maastricht, The Netherlands



Galway, Ireland

Responding to the COVID-19 Complexity



Responding to the COVID-19 Complexity

At Merit Medical, our core mission is to save lives every day. In the face of the COVID-19 pandemic, we remain driven by our mission and values. We are committed to keeping our employees and their families safe and responding to our customers' needs, so they can focus on caring for their patients. We have followed guidance from the Centers for Disease Control and Prevention (CDC) and the European Center for Disease Control and Prevention (ECDC) to help guide policies and procedures, preventing the spread of COVID-19.

NEW GLOBAL POLICIES TO ADDRESS THE ASPECTS OF COVID-19

We have implemented policies and response teams at every site to address the many aspects of the pandemic. These facility-wide actions include increased global communication through weekly Teams calls to our COVID-19 Response Team members at all sites as well as enhancing employee health education by producing weekly newsletters written by our Chief Wellness Officer (CWO) discussing COVID-19 prevention and awareness.

At all sites, we communicated COVID-19 infection prevention policies and best practices, including mandatory temperature screening, frequent handwashing and hand sanitation guidance in multiple languages with education both written and in public service announcements



(PSA), clear partitions between employees who could not socially distance while performing their responsibilities, and mandatory mask wearing for all employees and vendors on Merit properties. We implemented a no-business-travel policy at the beginning of 2020 and asked employees to quarantine after all personal travel.

FOCUSING ON HOME

For the safety of our employees who have essential duties on-site, we implemented a work-from-home policy for any employee who can perform their responsibilities from home. We encouraged all employees with symptoms of COVID-19 to stay home and seek



immediate medical guidance and gave additional sick time (pandemic pay) for employees impacted by COVID-19 in their homes. Our CWO worked with local health departments to perform contact tracing to slow the spread of COVID-19 at work and in our communities.

OUR RESPONSE TO THE NEEDS OF PATIENTS AROUND THE WORLD

When made aware of shortages in supplies necessary to fight the pandemic, we developed the Cultura™ family of products (nasopharyngeal swabs and media for PCR testing).



As the COVID-19 vaccine has rolled out worldwide, we recognized the global shortage of 1-mL and 3-mL syringes needed to support vaccination delivery. We responded by increasing our production of these syringes for distribution around the world.

Another key contribution came from Merit Sensor, our pressure-sensor division, and its remarkable support amidst the surge in global demand for mechanical

ventilators. Merit Sensor produces the LP Series and HTS Series pressure sensors that regulate the air pressure from the ventilator to the patient (low pressure) and from the ventilator back to the regulators that support the gas pressure and integrity of the ventilator. The Merit Sensor team also continued to provide other significant medical applications, such as blood-pressure transducers and diagnostic equipment.

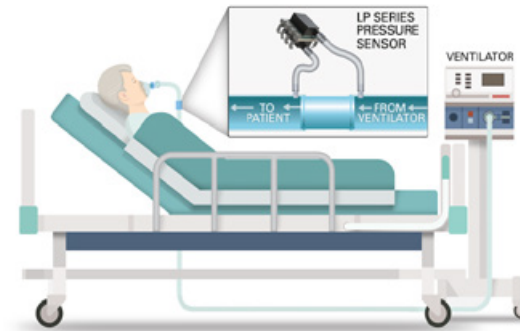
“We remain committed to our customers who are working tirelessly to provide sensing solutions to overcome the tens of thousands who have been impacted by COVID-19. We are particularly proud of our success and look forward to working with our customers to find solutions to their sensing needs.”

—Rick Russell,
Merit Sensor President

Merit Sensor is celebrating 30 years of designing and manufacturing pressure sensors that are sold in many industries, such as medical, aerospace, automotive, consumer, and industrial. To learn more about Merit Sensor, please visit www.meritsensor.com.

HEROES WORK HERE

As a company who produces medical equipment and supplies, a top priority is



Cultura™ FLEX SWAB



to ensure quality products are available to our customers during the pandemic. Our global employees pulled together to support our ongoing COVID-19 efforts by working overtime and extended shifts to keep up with demand for products needed by our hospitals and medical providers. When COVID-19 numbers rose at our Salt Lake City corporate location in December 2020, members of our executive team volunteered to work production shifts to ensure that much-needed orders were shipped out on time.



Our Singapore facility donated personal care kits that included several items, such as hand sanitizer, reusable masks, digital thermometers, tissues, and more to local Singapore organizations that care for the elderly, children with needs, and patients with diabetes. Our employees volunteered to deliver these valuable kits to support individuals within their community.

We are proud of our global teams. Not only did they act to ensure Merit employees and



customers have necessary supplies and protective procedures during this difficult time, they also worked to ensure their communities received help to do the same.

These actions and this mentality to support each other when needed most strongly echoes our 2020 company-wide campaign:



**WE ARE MERIT,
AND WE ARE HERE
TO HELP.**

Enterprise Opportunity Management

A photograph of two surgeons in an operating room. They are wearing blue scrubs, masks, and caps. They are focused on a patient lying on a table, which is covered with white drapes. The room is dimly lit with blue overhead lights. In the background, there are medical cabinets and a computer monitor on the left. The text 'Enterprise Opportunity Management' is overlaid on the left side of the image in a large, white, sans-serif font.

Enterprise Opportunity Management

Merit Medical has an established Enterprise Opportunity Management (EOM) program aimed at increasing company value as well as the chance for successfully achieving corporate visions and objectives. With every risk comes opportunity, and with every opportunity comes risk. EOM is about anticipating opportunities while also preparing for risks on the horizon and having timely data to make informed decisions. As Merit's Enterprise Risk Management program, EOM is aligned with the COSO Enterprise Risk Management and ISO 31000:2018 frameworks.

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

In 2019, we implemented an EOM Excellence in Intelligence award system to recognize positive examples throughout our business. Individuals have been recognized for identifying risks and opportunities, analyzing and developing creative solutions, and communicating effectively.



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 who manage the risk assessment and 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 but more frequently as warranted.
- **Monitoring & Communication:** Intelligence is monitored throughout the organization to keep a pulse on the internal and external environment in which Merit operates to provide early indication of risk and/or potential opportunities. We recognize that open and timely communication is a key factor in proactively responding to and managing risks and opportunities.

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

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

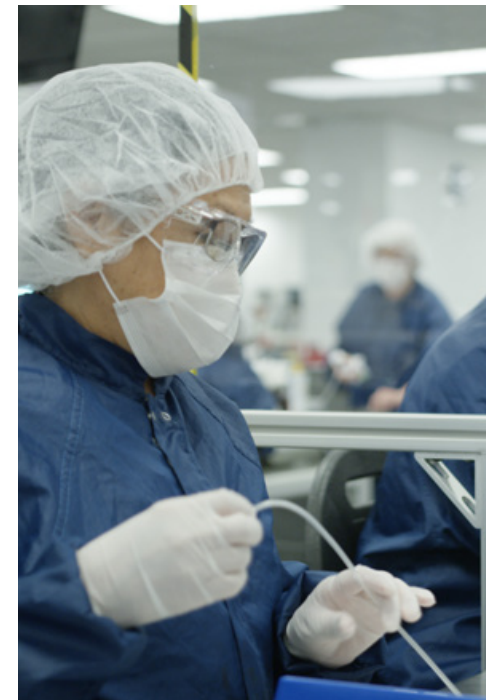


and preventative action measures to drive continual improvement.

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. During 2020, we hired an external consulting firm to review and refine our global Business Continuity Management System (BCMS).

We will continue to drive these 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 a severe disruption.
- Scenario considerations for disruptions—such as natural disasters, pandemics, 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 inform team members and, when appropriate, other stakeholders in the event of an emergency.

We continually assess risks associated within our manufacturing processes. We also monitor capacity and demand on a regular basis. 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 availability of information technology resources is critical to the successful operations of the company on an ongoing basis and in the wake of a disruption. 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 many third parties who are an integral part 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:

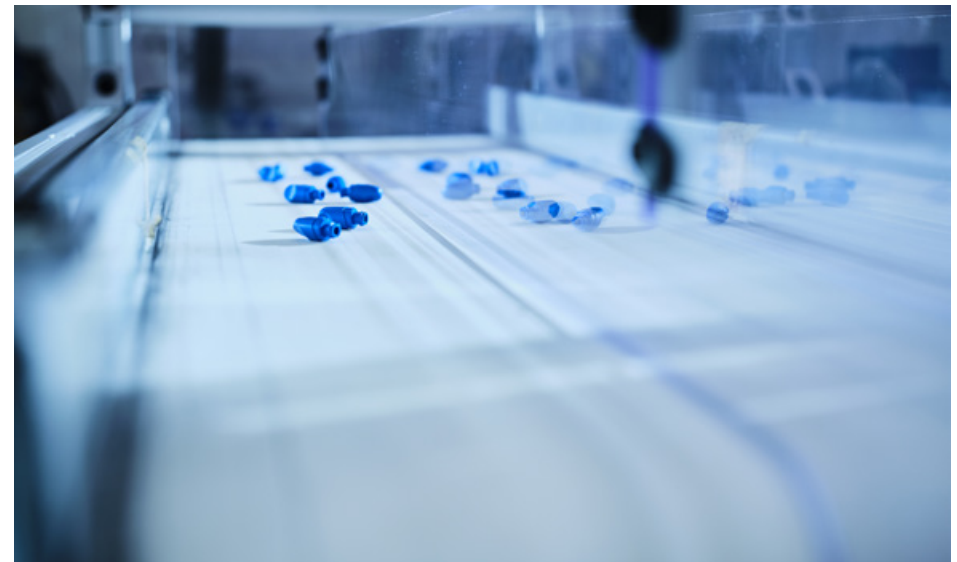
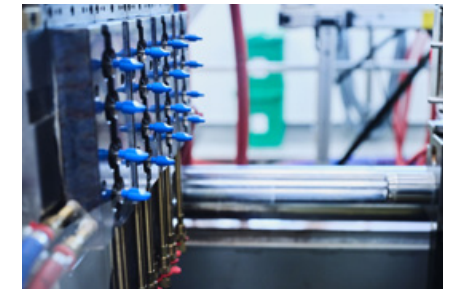
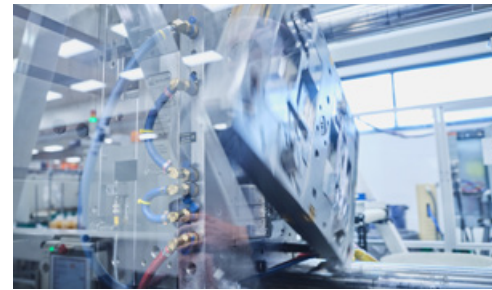
We continually monitor our supply chain, assessing potential risks and defining elements for risk mitigation to maintain a continuous supply of products to our customers. We recognize supply chain risk is not limited to operational impact, and we prioritize social and environmental concerns. Responsible 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 technology service providers or can result from cyber threats to Merit's systems. When it comes to maintaining the highest level of cybersecurity, we recognize that our team members are our first line of defense to keep 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.



Health & Safety



Health & Safety

Merit Medical promotes a culture where the health and safety of our environment, employees, contractors, suppliers, partners, and customers are our top priority. We believe that 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.

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 with EHS to take care of our people and the planet. Our EHS policy is displayed prominently at our locations in numerous places as a visual reminder of the commitment we all have for 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.

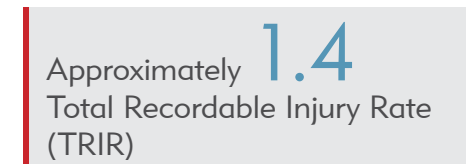
Our trained and dedicated EHS teams utilize systems and tools to track and report on metrics and indicators that help to drive forward awareness while identifying and monitoring closure to corrective actions. During 2020 our Total Recordable Injury Rate (TRIR) was approximately 1.4. We recognize that TRIR is a lagging indicator and are currently focusing on leading safety indicators, such as safety audits, employee perception surveys,

and ergonomics by implementing processes into our EHSMS for each. During 2020, our global EHS teams at Merit's largest manufacturing sites began preparations to become certified in ISO 45001. By the end of 2021, we anticipate ISO 45001 certifications at our sites located in Tijuana, Salt Lake City, Houston, Singapore, Galway, and Richmond.

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 that is promoted each day at Merit. Our near miss and observations of unsafe condition reports help to emphasize behavior-based safety in our operations.

SAFETY EXCELLENCE IN GALWAY

Merit Galway received recognition at the National Irish Safety Organization Safety Quiz 2020 for the Best Performing New Team





category. This was an all-Ireland quiz, and four Merit volunteer team members showed their excellent knowledge and experience for best practices in occupational health and safety.



In December 2020, Merit Galway implemented their Ways of Working program to outline improvements in how their departments and teams work together to ensure a safe and engaging environment. This sitewide standard provides accountability through clarity and alignment of six themes that were developed by soliciting feedback from all areas of the business: Trust, Process Focus, Accountability, Respect, and Assume Positive Intent. Each of the six Ways of Working has a narrative defining the theme, and trainings are performed to encourage the behavior outlined within the model. Feedback and recognition for the program are achieved throughout the site each day via Merit’s Tier Management System.

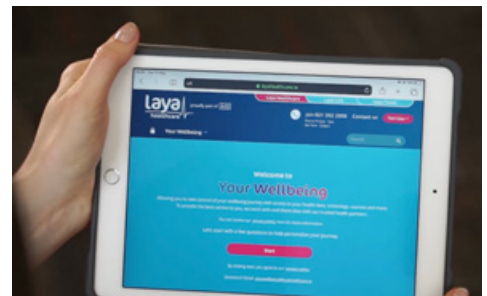
EMPLOYEE WELLNESS MATTERS AT MERIT

As a global employer, Merit provides immense opportunities to improve the well-being of employees around the world. In 2019, the position of Chief Wellness Officer (CWO) was added to our C-Suite. As CWO, Nicole Priest, MD, leads Merit’s wellness programs and is making a big difference in the lives of employees.

“Helping people make positive, impactful lifestyle changes is my passion, and it’s incredibly rewarding to assume a leadership role in an organization that shares that passion. As CWO, I will ensure that Merit continues and expands its commitment to investing in employee health, well-being, and satisfaction.”

—Nicole Priest, MD,
Merit Medical CWO

During 2020, employee wellness was more important than ever at Merit, which is why 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 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 six consecutive years of zero increases to employee health insurance premiums (for those participating in Merit’s healthcare insurance coverage).



upcoming wellness events. It also provides our employees with 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.



Diversity & Inclusion



Diversity & 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 towards the goal of maintaining a diverse and inclusive global culture that reflects the diversity of the customers we serve and fosters an environment where all employees feel welcome, respected, and valued.

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. As a whole, 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 towards a healthier world. Today, Merit's board of directors comprises 33% women. Additionally, more than 35% of our management team are women and/or from minority backgrounds. Our global workforce comprises 55% female team members, and 52% of our team members come from diverse minority backgrounds. While we are proud of the progress we have made in improving Merit's diversity, 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 company's competitive strategy, and we place high importance on informed and engaged employees. We communicate frequently and transparently with our team through a variety of communication methods, including video and written communications, town hall meetings, and our company intranet.

DIVERSITY NUMBERS

33%
of Merit's board of directors are women

35%
of Merit's management team (manager level or higher) are women and/or from minority backgrounds

55%
of Merit's global workforce are female team members

52%
of Merit's team members come from diverse minority backgrounds

We acknowledge individual contributions by celebrating milestones of service in 5-year increments.



As a result of the COVID-19 pandemic, we further strengthened our communication platforms by keeping employees informed of critical priorities, important actions being taken by management in response to the pandemic, and continued efforts to protect employee health, safety, and well-being.

MAKING A DIFFERENCE AROUND THE GLOBE

Merit Salt Lake City

At Merit Salt Lake City, 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.



We also partner with the Utah Refugee Education and Training Center, an organization focused on fostering and creating opportunities for refugees to access family-sustaining employment in the Salt Lake City area.

Merit Asia

In 2020, our Merit Asia team established a Women's Leadership Network with a mission to promote diversity and inclusion by empowering women through networking, collaboration, and experience sharing.



In addition, the Merit Asia Academy was developed to facilitate 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.

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.



We have 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 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 together 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

Our team at Merit Tijuana has partnered with the local school system to provide our employees with the opportunity to continue their education on-site with external teachers. This includes an education program to complete high school and university and also includes learning programs around quality, technical skills development, program management, safety, and English. In 2019, 65 employees benefitted from this program.

Although COVID-19 resulted in placing this program on hold for a period of time in 2020, temporarily slowing our progress, today our employees continue to advance and benefit from this program.

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.



A woman with long blonde hair is wearing a dark blue floral patterned face mask and clear safety glasses. She is looking down at a medical device with a white handle and a clear plastic component. The background is dark. The text "Compliance & Ethics" is overlaid on the right side of the image.

Compliance & Ethics

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.



BUILDING TRUST

At Merit, we know that responsible business practices are essential to fulfilling our mission of saving and improving 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

Click the below links to read the full policies.

[Compliance & Ethics](#)

[Business Conduct Hotline Data Protection Notice](#)

[California Declaration of Compliance](#)

[California Transparency Act](#)

[Code of Conduct for Suppliers](#)

[Conflict Minerals Policy](#)

[Conflict Minerals Report](#)

[Environmental Health and Safety Policy](#)

[Open Payments and Transparency](#)

[Human Rights and Labor Standards Policy](#)

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



COMPLIANCE OVERSIGHT

As a healthcare company, Merit has healthcare compliance and anti-corruption policies 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 board of directors. Merit frequently communicates compliance standards and provides annual training to appropriate employees, monitors and conducts risk assessments tailored to the nature of Merit’s business operations, promotes and enforces a compliance program consistently throughout the organization, and publicizes the Merit Medical Alert Line, a system administered by a third party, for confidential reporting of potential or actual misconduct without fear of retaliation.

COMBATING HEALTHCARE FRAUD AND CORRUPTION

To build patient-focused relationships with healthcare providers based on integrity, trust, and honesty, Merit continues 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 2020, we made improvements to our grant policies and processes and adopted new policies, procedures, controls, and training to assure compliance of Merit’s Corporate Integrity Agreement with the US Office of Inspector General. These policies, procedures, and controls will be instrumental to our success as we move forward and grow as a company.

Before the COVID pandemic curtailed public gatherings and travel, Merit was active in supporting medical education



conferences and donated numerous products for use and training to support humanitarian missions. These grants and donations have recently resumed, albeit in a measured fashion given the current health and economic environment.

CONFLICT MINERALS

In 2020, Merit 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 of 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 Merit’s 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.

Quality Assurance



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.

QUALITY POLICY

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 Representative (GQSMR). The GQSMR 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.

MERIT’S QUALITY POLICY

QUALITY POLICY

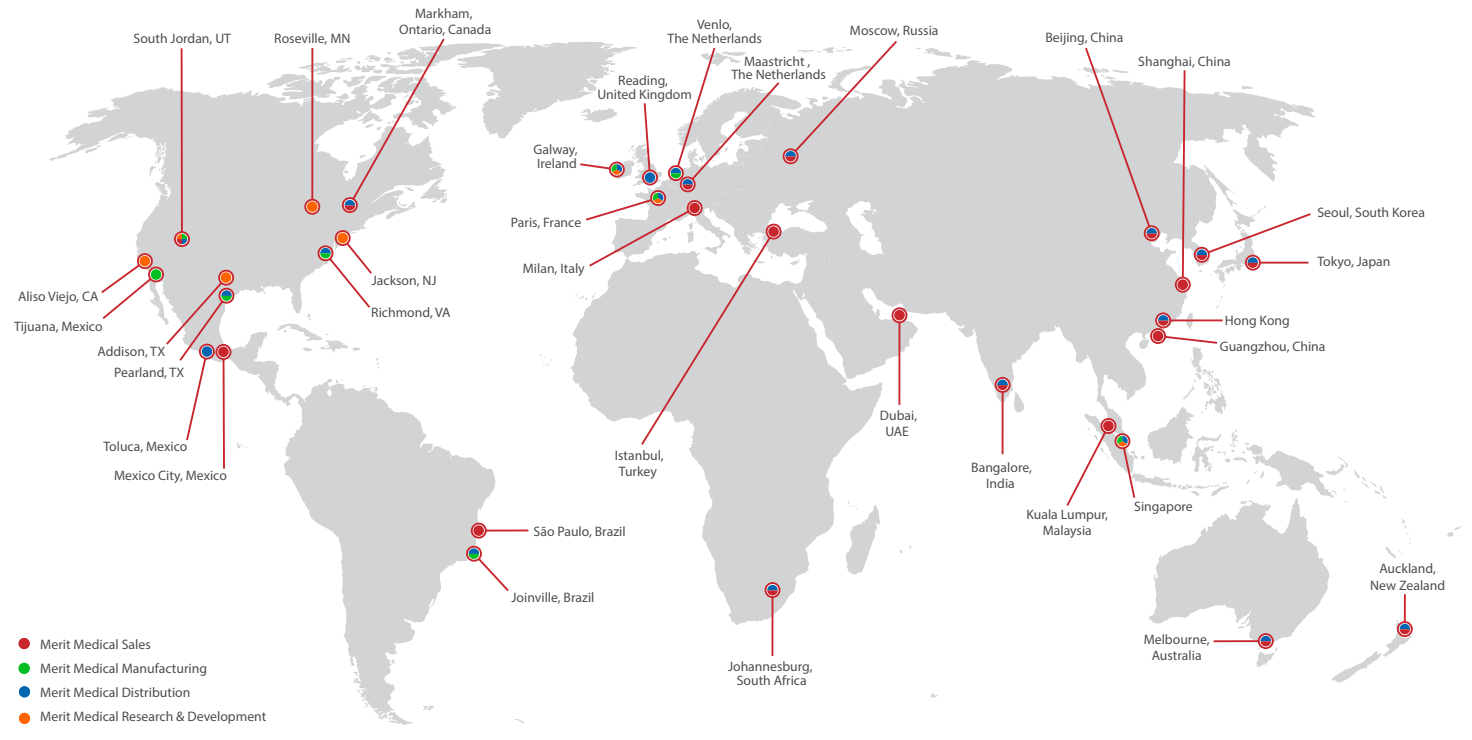
Merit Medical Systems, Inc. strives to improve patient care by providing high-quality, innovative products and services while satisfying all relevant laws and regulations. Our primary concern is the safety and effectiveness of our products and services.

We are conscious and protective of the environment in all aspects of our business. 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.



6% Merit's Global Team Dedicated to Quality Assurance

Responsible for Design Assurance, Product Inspection, Quality Assurance, Field Assurance, and Quality Engineering in addition to Sales and Distribution Support.



Each Merit operations location has a designated quality leader who oversees quality assurance and acts as the appointed QMS representative. To assure independence, this leader reports to a site leader and indirectly reports to the GQSMR. In the case of differences of opinion between site quality leaders and site leaders, the site quality leader seeks council and representation from the GQSMR.

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

MERIT'S GLOBAL FOOTPRINT

NUMBER OF AUDITS IN 2020

46

Regulatory Audits

46

Customer Audits

111

Internal Audits



at our Global Medical Device Operations. QMS compliance to European Union Medical Device Regulation (EU MDR) during 2020 was accomplished and independently assessed by BSi for the South Jordan, UT, facility. Independent assessments are planned for other Merit Legal Manufacturing sites during 2021. 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 suitable 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.

CUSTOMER FEEDBACK

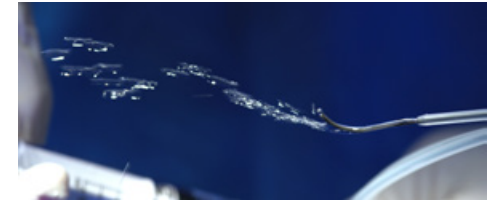
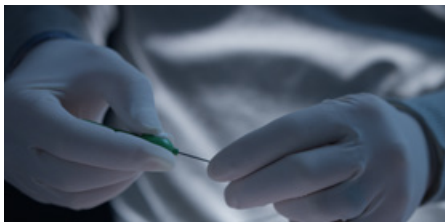
Product Safety

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 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.



CUSTOMER FEEDBACK

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

- Post-market clinical follow-up (PMCF)
- Proactive post-market surveillance (PPMS)



VOICE OF EXPERIENCE (VOX)

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 PMCF or PPMS activities.

To support compliance to EU MDR, we have designed and implemented a Voice of Experience (VoX) system to collect pertinent customer feedback, relating their experiences with device safety and performance. The system is also used to collect customer feedback relating to the services we provide. 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.

REACTIVE, PERFORMANCE METRICS

0 Class 1 Recalls
3 years (2018 – 2020)

14% 
2020 reportable rate,
per 1M units sold lower than 2019 rate,
per 1M units sold (MAUDE)

Merit devices are categorized by product family. During 2020, we developed PCMF plans for approximately 65% of commercially available product families, which included defined safety and performance feedback objectives. We are currently in the “active data collection” phase for many of these plans (i.e., PCMF execution). 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)

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.

CUSTOMER FEEDBACK

Delivery Performance

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

- Delivery, ≤ 3 days, Direct Market, 90% of orders
- Administrative complaints, ≤ 1%, all orders return for service-related complaint

We have consistently exceeded our goal of delivering products to the direct market within 3 days or less of order placement, 90% of the time during 2020. In addition, approximately 0.5% of all orders placed during 2020 reported an administrative

DELIVERY PERFORMANCE, METRICS

(2020)

>90%
On-time Delivery

99.5% Orders,
Delivered, Right First Time

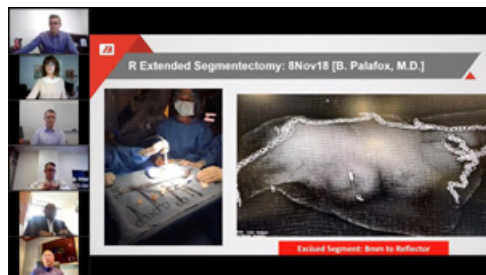
complaint (e.g., shipped wrong product, shipment lost, etc.)

CUSTOMER PARTNERSHIP

Clinical Training Programs

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 challenges of the global pandemic, 2020 course attendance was strong with 69 courses offered and more than 1,300 clinicians attending from all over the world.



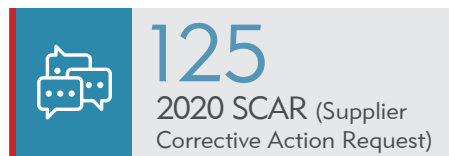
2020 THINK EDUCATION

In Numbers



2020 DIRECT SUPPLIERS

In Numbers



SUPPLIER QUALITY MANAGEMENT

The Merit Global Procurement team manages over \$220M 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.

1 QUALITY

During 2020, the Merit “1 Quality” initiative continued, which translates into:

- 1 Standard** | Regulations we comply with
- 1 System** | Globally adopt systems available within the organization (e.g., Enterprise Resource Planning (ERP), Data Analytics, eSuite, etc.)
- 1 Voice** | Standardize and document the 1 Best Way for those QMS processes we nominate to be truly global (e.g., Document Control, Design Control, Complaint Management, Global Adverse Event Management, CAPA Management, Risk Management, PMS, etc.)

Global projects are aligned with the 1 Quality initiative and new and/or revised standards. Many projects initiated during 2020 were driven by EU MDR and were global in nature. All projects encompassed our overall goal of 1 Quality (e.g., Global PMS, Global Economic Operator Identification, approval and management, EU MDR UDI or Unique Device Identification Compliance).

In addition to developing global processes to meet the requirements of EU MDR, our theme for 2020 was “1 System.” This stems from our need to see both global and local data all at once, identify adverse trends earlier, which will support faster and more effective decisions, pertaining to both product and process quality.



Global Customer Complaint Management System

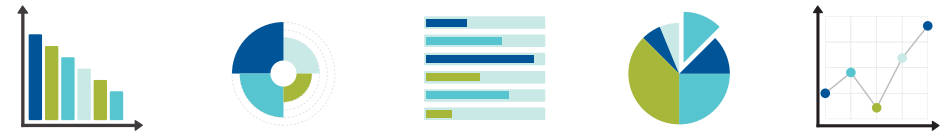
The year began with the deployment of a Global Complaint Management System, one that manages complaints from all business types (e.g., medical device, general manufacturing, and distribution). It is 21 CFR Part 11 compliant, and it replaced all previously used systems (electronic and paper based). The system drove standardization of the process, has improved regulatory compliance (through defined workflows) while providing process uniformity and consistency to Merit global internal customers.



Global Learning Management System

Beginning Q3 of 2020, the Technical Training team deployed a learning management system (LMS) over the course of 6 months across global operations. The LMS replaces all systems used previously to record training, both paper and electronic, and is 21 CFR Part 11 compliant. The LMS is a web-based platform designed specifically for highly regulated industries. It is designed to automate the creation, delivery, and reporting of role-based training, qualification, and compliance programs effectively and efficiently. The introduction of the LMS drove standardization of the process for identifying training needs (e.g., safety, compliance, regulatory, on the job,

etc.) for the connection of these training requirements to each role/team member through defined curricula. Curricula content is fed to the LMS via Merit's ERP system. This connection enables revision management and triggers training tasks at time of change automatically. Training through this platform can be delivered in various formats (e.g., documents, interactive presentations, video tutorials, etc.), and there exists a qualification process post training to demonstrate the effectiveness of training. This system has improved compliance, provides a mechanism to consistently deploy training requirements throughout operations in real time, and provides greater visibility to our global training efforts.



Global Data Management

Our team continues to develop and refine global metrics for the key processes we manage. For each process, source data is harvested from data warehouses, verified for accuracy, and brought together in a single unified view (1 source of truth) using a business intelligence and analytics tool. The tool is cloud based, accessible from personal computer or mobile device. For each quality process, "Dashboards" are developed, which are designed to present data to both process owners and managers in a format that promotes process control, compliance, and enables faster and more effective decision making at both the local and global levels.

To date we have approximately 70% of the identified dashboards complete and in the final stages of verification before global deployment. These will replace local processes that are currently used. It is expected that the remaining dashboards will be developed, verified, and deployed globally during 2021.

In partnership with management information systems (MIS), our team

DASHBOARDS ARE:

Leading

Drive action, drive behavior—essentially the process owners' "to-do list"

Lagging

Drive decisions, provide process owners and leaders answers to important questions (i.e., "Are we winning or are we losing? Where are our improvement opportunities?")

developed an "ad hoc" web-based query tool, which harvests pertinent information from the ERP system that is routinely required during product or process failure investigation. Previously, this data was available in "PDF format" or on request to MIS. Our goal in developing this tool was to provide all the "problem solvers" answers to their routine data questions with a simple web-based search tool that is easily converted to Microsoft® Excel® for further analysis and reporting to enable faster problem solving.

2020 RECORDSW

In Numbers



16M Paper
Records (to be converted
to electronic format)



36K Cubic Feet
(repurposed, on completion)



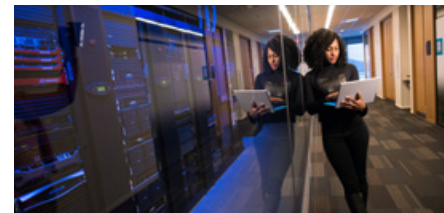
540 Tons
Paper Recycled



Electronic Records

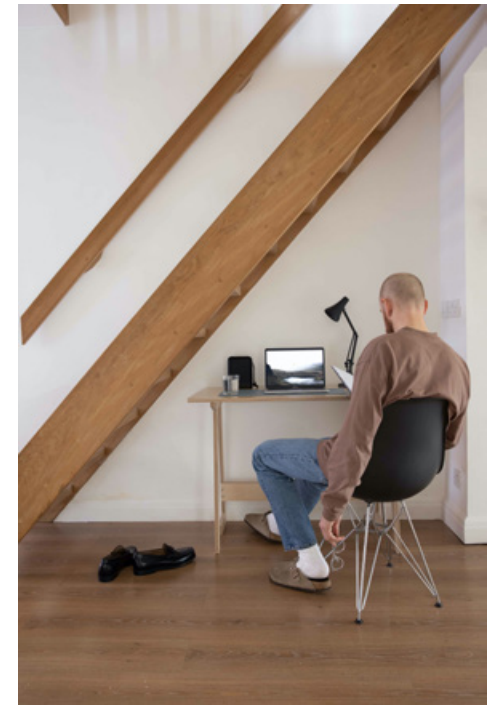
During the last quarter of 2020, we commissioned a project to convert archive paper records to electronic files and store them on a server that is accessible globally. The scope of the project involves records initiated and archived in North America; it is expected to expand to other regions over time. The motivation for undertaking this project relates to:

- Accessibility to records—same day to support regulatory audits
- Repurpose of space—currently, these records are contained in approximately 36,000 cubic feet of warehousing, which can be repurposed as records move from paper to electronic files
- Sustainability—support Merit’s initiative to reduce the amount of paper used and archived as part of our day-to-day operations



It is expected that this project will be complete during 2024.

In addition to this initiative, the global pandemic saw many of our team members relocate from office to home location. Many of our QMS processes are paper based and require a “wet signature.” This new work environment necessitated a different approach to obtaining signatures. Where practical and compliant to do so, we have adopted eSignature tools to obtain these. This change has had a positive impact on both process efficiency and the environment.





Environmental Sustainability

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.

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 contribution in the material areas where we can have the greatest impact.

ENVIRONMENTAL MANAGEMENT SYSTEM

Merit's Environmental Management System (EMS) is designed to address the management of environmental compliance to local and global regulations and to facilitate the oversight of our environmental objectives through monitoring, measuring, and reporting. In 2019, Merit set a goal to have all manufacturing sites certify their EMS to ISO 14001 by the end of 2021. At the end of 2020, four of our eight manufacturing sites have achieved this certification. They include our facilities in Galway, Ireland; Paris,



France; Singapore; and Salt Lake City, Utah. The remaining four sites in progress for the certification at the end of 2020 include our facilities in Tijuana, Mexico; Venlo, The Netherlands; Houston Texas; and Richmond, Virginia.



Employees at Merit Tijuana communicate their aspects and risks with the ISO auditor during their integrated ISO 14001 and 45001 audit.



WATER



ENERGY



GHG EMISSIONS

2030 OPERATIONAL SUSTAINABILITY GOALS

During 2020, we took the opportunity to improve our measurement, analysis, and understanding of our total global environmental footprint. Newer tracking programs were put into action to facilitate the improved data flow from operating facilities to our corporate offices, resulting in data for total greenhouse gas (GHG) emissions (scopes 1, 2, and 3), energy intensity, water intensity, and waste utilization.

We have applied this improved information to set operational environmental sustainability goals centered on combating climate change and reducing our usage of water resources. Utilizing 2020 as a baseline year, we commit that by 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 GHG emissions will decrease by **15%** or more, indexed to revenue
- Our water intensity will decrease by **10%** or more, indexed to revenue

Our newly released Merit Medical Systems, Inc., Statement on Climate Change (see to the right) discusses our position on the threat of climate change and the above stated goals.

STATEMENT ON CLIMATE CHANGE

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 Risk Management (ERM) 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 contributes 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/.



2030 WATER GOAL



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

TOTAL GLOBAL WATER NUMBERS

(2020) USED

215,300
cubic meters

(2020) INTENSITY

0.223
indexed to revenue (m³/\$K)

WATER

Water risk is identified as one of Merit’s key environmental challenges and opportunities. Water is a global concern, 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. During 2020, our total global water usage at sites greater than 10,000 square feet was approximately 215,300 cubic meters (m³). Our 2020 water intensity was 0.223, indexed to revenue (m³/\$1,000 revenue).

Water issues vary significantly by operating location. In 2020, we utilized the Water Risk Tool provided in collaboration between the World Wide Fund for Nature (WWF) and KFW DEG to understand water basin risk at our five largest manufacturing facilities located in Salt Lake City, Utah; Tijuana, Mexico; Galway, Ireland; Houston, Texas; and Richmond, Virginia. 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.”

Understanding the water risk at our large manufacturing sites presents us with opportunity to address the risk and enact mitigating activities at our sites with higher risk. 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 in cleanroom gowning areas and water-reutilization projects. 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.

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 |
| Richmond | USA | James | 1 | 3 | 2 | 2 |
| Galway | Ireland | Republic of Ireland | 1 | 1 | 2 | 1 |

Risk Matrix

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

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.

TOTAL GLOBAL ENERGY NUMBERS

(2020) USED

67.2 M
kWh

(2020) INTENSITY

0.070
indexed to revenue (kWh/\$)

ENERGY

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. Pursuing ISO 50001 certification for our EMS is an objective that many of our larger manufacturing sites have set for 2021. During 2020, our Merit Galway

location achieved certification. Other sites, including Merit Salt Lake City and Merit Singapore, have committed to achieving it by the end of 2021. By the end of 2022, we aim to have all global manufacturing sites achieve this important certification.

During 2020, our total global electricity usage at sites larger than 10,000 square feet was approximately 67.2 million kWh. Of this usage, approximately 2.8 million kWh originated from renewable sources (e.g., wind, solar, hydroelectric).

This includes purchased electricity and fuel used by Merit-managed and Merit-operated facilities. Our 2020 energy intensity was 0.070 (kWh/\$ revenue).

By utilizing data from 2020 and energy intensity as key performance indicators, we can better assess energy usage and conservation at each of our global operating sites and tailor reduction projects as well as renewable energy programs to fit each site for specific operations and feasibility.



2030 GHG EMISSION GOAL



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

TOTAL GHG EMISSIONS

(2020) INDEXED TO REVENUE

0.032

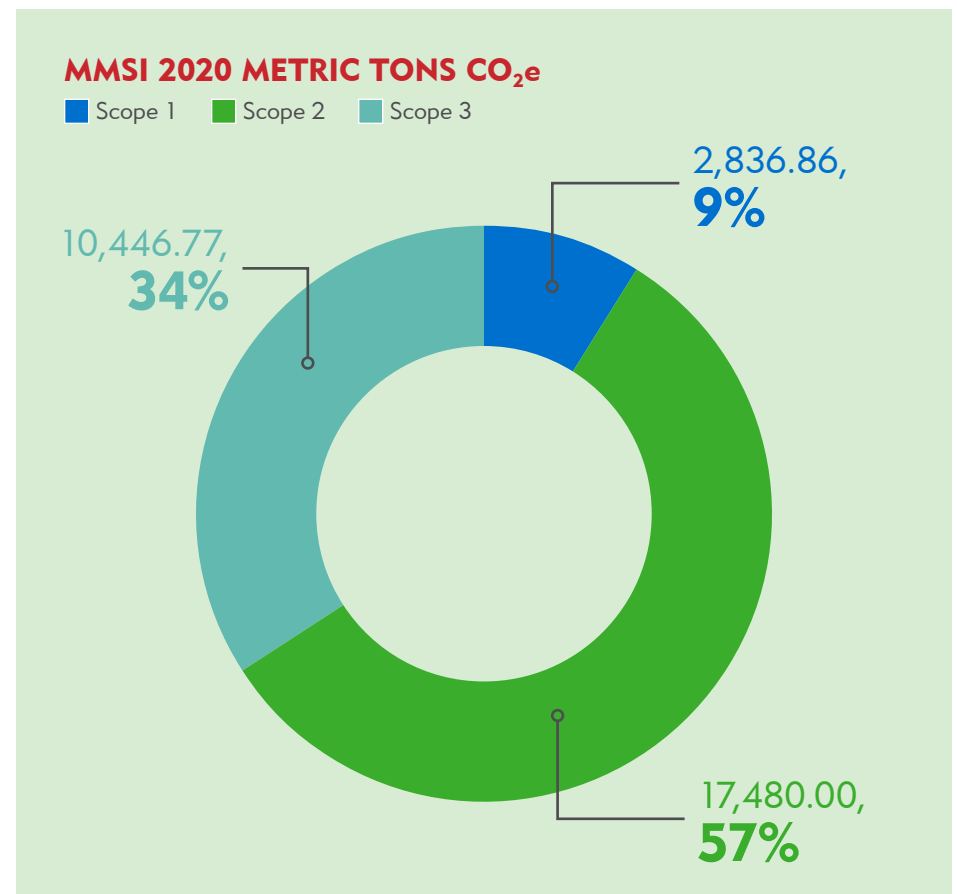
metric tons of CO₂e/\$1,000 revenue

GHG EMISSIONS

Addressing climate change, and the 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 both support and further our mission at Merit to be the most customer-focused company in healthcare.

During 2020, we began tracking global scopes 1 and 2 GHG emissions, utilizing the location-based method. This added layer of tracking has allowed us greater transparency to our total global environmental impact, and we are committed to reducing that footprint as we move into a more sustainable future at Merit. We have also begun tracking selected scope 3 emissions from travel and major logistics providers.

Total scope 1 emissions for 2020 were approximately 2,837 metric tons of CO₂e. These emissions include stationary combustion from Merit-managed and Merit-operated facilities over 10,000 square feet as well as facility-vehicle usage. Total scope 2 emissions for 2020 were approximately 17,480 metric tons of CO₂e. These emissions include purchased non-renewable energy at our global



operation sites over 10,000 square feet. Scopes 1 and 2 absolute GHG emissions totaled approximately 20,317 metric tons of CO₂e. Total scope 3 emissions in 2020 were approximately 10,447 metric tons of CO₂e. During 2020, travel decreased by approximately 90% due to the COVID-19 pandemic, which had

a significant effect on reducing scope 3 emissions throughout the year, as compared to previous years. Total scopes 1, 2 and 3 emissions during 2020 were approximately 30,764 metric tons of CO₂e. Total GHG emissions indexed to revenue were approximately 0.032 metric tons of CO₂e/\$1,000 revenue.

RECYCLING

Doing our part to divert waste from local landfills is an important aspect of our 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 2020, our global facilities recycled more than 15,000 metric tons of waste produced by our operations. We recognize that we still have 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 12 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 tons 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 to growing fruits and vegetables for use in our two on-site cafés. 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 2020, approximately 9,000 plants were grown in the Merit greenhouse, 4,000 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 3,000 pounds 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 work day and to pick fresh produce and participate in garden cultivation activities. Employees can also sign up for 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 the 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.

STRIVING TO CONSERVE

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 5.8 metric tons of CO₂ emissions. This is the equivalent of conserving the CO₂ emissions from 6,291 pounds 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 15,000 kg of GHG emissions, which is the equivalent of planting 400 trees and letting them grow for 10 years.

Our team at Merit Tijuana has taken on mass transportation to conserve emissions and ensure the safety of employees. The facility operates 13 new, fuel-efficient buses to transport approximately 900 Merit employees to and from work each day. These buses provide safe, efficient, and comfortable transport for our valuable team members in Tijuana.



The mark of Responsible forestry



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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 an annual savings of 2.8 million sheets of paper and 20,000 plastic sleeves. Full integration is anticipated within the next 2–3 years.

PURCHASING FROM SUPPLIERS WHO DO THEIR PART

While we strive to do our part, we know our customers are trying to reach their sustainability goals as well. That is why Merit is increasingly partnering with suppliers that move these goals forward.

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 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.



TECHNICAL WORKFORCE TRAINING & EDUCATION CENTER

Salt Lake
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Philanthropy

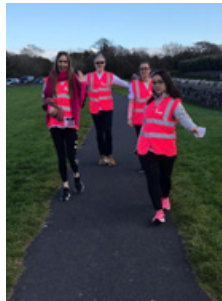


Philanthropy

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.

SUPPORTING BREAST CANCER AWARENESS

Every October, we recognize Breast Cancer Awareness Month through facility and community events. In 2020, 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 GALWAY

Employees at our facility in Galway, Ireland, are passionate about racing to aid those in need through their support of Blood Bike West. This charitable organization, made up of motorbike enthusiasts, volunteers to 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 2020, Merit Galway participated in a 28-kilometer trek over rough terrain to raise money for the organization and donated €5,000. Blood Bike West named one of their motorcycles "Madison," honoring a Merit employee's child who benefited from this volunteer service after being born prematurely last year.

MERIT SINGAPORE

In Singapore, our facility made several donations to local missions and centers, including the Sunshine Welfare Action Mission Home, Narayana Mission, Life Community Service Society, Rainbow Center, and Singapore Children's Society. Each of these wonderful organizations received personal protection kits to stay safe during the COVID-19 pandemic as well as a \$5,000 donation.

MERIT RICHMOND

At our facility in Richmond, Virginia, employees donated to the Angel Tree Foundation in partnership with the Salvation Army to give Christmas gifts to children in need.



MERIT TIJUANA

Our team members in Tijuana, Mexico, installed a heart shaped bin to collect and recycle plastic lids, benefiting the Fight Against Childhood Cancer organization.





MERIT ASIA

During 2020, 125 Merit team members in Singapore, China, Hong Kong, Taiwan, and Korea donated approximately 846 service hours to benefit their communities. Employees contributed their time on multiple projects, such as picking up rubbish in public gardens, donating time and goods to social welfare institutes for the elderly, organizing a collection of shoes and clothes to donate to ministries in Africa, and helping to deliver and serve food in soup kitchens.

MERIT SALT LAKE CITY

At our corporate headquarters in Utah, Merit supports many local charitable organizations through monetary and product donations. During 2020, we donated products to local universities for academic (non-patient) use.

We also supported charities and local groups, including breastcancer.org, the Make a Wish Foundation, and the ASK Childhood Cancer Foundation.

In 2020, our support for charitable missions in underserved regions around the world was significantly reduced due to global traveling restrictions in response to the COVID-19 pandemic. The product donations we made in early 2020 for missions in Ethiopia and Honduras were postponed. We recognize the extreme importance of supporting organizations that bring free healthcare services and products to regions of the world where access is limited and the need is high. We look forward to resuming our charitable donations to these important missions in the coming months and years.





CORPORATE SUSTAINABILITY



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merit.com

Merit Medical Systems, Inc.
1600 West Merit Parkway
South Jordan, Utah 84095
1.801.253.1600
1.800.35.MERIT

Merit Medical Europe, Middle
East, & Africa (EMEA)
Amerikalaan 42, 6199 AE
Maastricht-Airport
The Netherlands
+31 43 358 82 22

Merit Medical Ireland Ltd.
Parkmore Business Park West
Galway, Ireland
+353 (0) 91 703 733