2025 SUSTAINABILITY REPORT

Table of Contents

President and CEO Letter

Merit Medical is proud to be a global innovator of healthcare technology. We are driven to understand, innovate, and deliver best-in-market solutions that empower physicians to overcome complex challenges and provide exceptional care. Our team accomplishes this through our values, The Merit Way, and we summarize this mindset with the acronym, HEART: Health, Excellence, Agility, Responsibility, and Teamwork. These principles guide how we operate, steward our resources, and care for our people and communities, and they shape our approach to sustainability.

Since becoming President and CEO at Merit, I have been impressed by our sustainability efforts and the commitment behind them. This is an important topic for me personally, and I am excited to champion and accelerate our progress.

This year, we formalized our sustainability commitments, strengthened transparency and rigor in our climate work, and completed activities identified by the Task Force on Climate-Related Financial Disclosures. We also made progress in reducing our energy, water, and greenhouse gas intensities by expanding renewable and carbon-free sources. We established near- and long-term emissions-reduction pathways to better understand climate risks and opportunities.

We are proud of our tangible operational improvements. Across our facilities, we pursued ISO certifications, energy and safety initiatives, and digital workflows that both reduce waste and improve efficiency.

Our progress is supported by strong oversight from the Governance and Sustainability Committee of our Board of Directors. Our internal Corporate Sustainability Council provides accountability across the organization.

Looking ahead, we are prioritizing investments in energy efficiency, cleaner energy procurement, product stewardship, and responsible supply-chain practices, because healthy communities and delivering quality care are inseparable.

Sustainability is a company-wide priority that helps ensure Merit remains a trusted, long-term partner to customers around the world. I am pleased to share the results of our sustainability efforts for the 2025 fiscal year, and I want to thank every team member whose dedication makes this progress possible.

Martha G. Aronson

Martha G. Aronson
President & Chief Executive Officer, Merit Medical

Corporate Overview

Merit Medical Systems, Inc. is a global leader of healthcare technology. We are committed to creating better patient outcomes through innovation that treats complex clinical challenges, offering real-world solutions to help advance the care physicians provide.

Our Company

Merit Medical is a leading manufacturer 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.

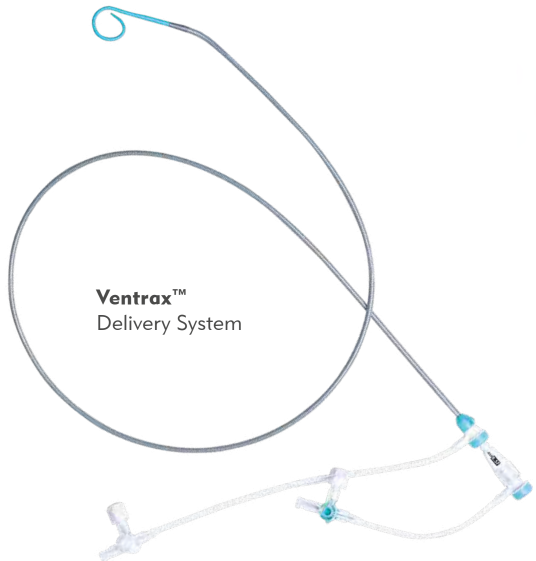
Merit was founded in 1987 by Fred P. Lampropoulos, Kent W. Stanger, Darla Gill, and William Padilla. Initially, we focused our operations on injection and insert molding of plastics. Our first product was a specialized control syringe used to inject contrast solution into a patient's arteries for a diagnostic 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 Products

We design, develop, market, and manufacture through our own operations and acquisitions. We also contract third-party manufacturers of medical products that offer a high level of quality, value, and safety to our customers as well as the patients they serve.

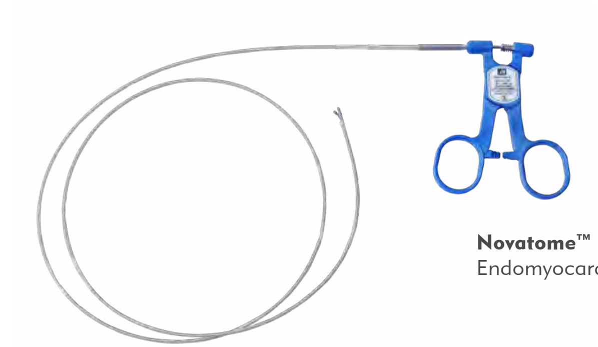
Our products are used in the following clinical areas:

- Radiology
- Diagnostic and interventional cardiology
- Interventional radiology
- Neurointerventional radiology
- Vascular, general, and thoracic surgery
- Electrophysiology
- Cardiac rhythm management
- Interventional pulmonology
- Interventional nephrology
- Orthopedic spine surgery
- Interventional oncology
- Pain management
- Breast cancer surgery
- Outpatient access centers
- Intensive care
- Imaging
- Interventional gastroenterology



Ventrax™
Delivery System

MAK Gold™
Mini Access Kits



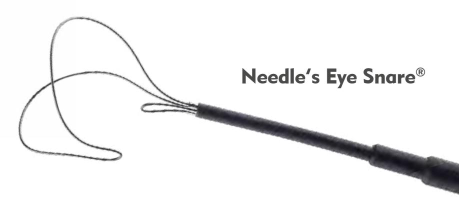
Novatome™
Endomyocardial Biopsy Forceps

Prelude WAVE™
Hydrophilic Sheath Introducer
with SnapFix™ Technology

10Fore™
Hemostasis Valve

Liberator®
Beacon® Tip Locking Stylet

Evolution® RL
Controlled-Rotation Dilator Sheath Set



Needle's Eye Snare®

Our Geographical Footprint

We serve client hospitals with a domestic and international sales force and clinical support team. Our world headquarters is in Salt Lake City, Utah, with our principal office for European operations located in Galway, Ireland, and our principal office for Asian distribution in Beijing, China. We also support our European operations from a distribution and customer service facility in Maastricht, located in the Netherlands.

In addition, we lease commercial space in India, Hong Kong, Italy, Dubai, Australia, 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, Florida, Ireland, Brazil, Singapore, Mexico, France, and the Netherlands.

Our research and development (R&D) activities are conducted mainly at facilities located in Utah, California, Texas, Ireland, and France. Our total manufacturing, commercial, distribution, and research space is approximately 2.3 million square feet, of which approximately 1.2 million square feet is owned, and 1.1 million square feet is leased.

Approximate Manufacturing, Commercial, Distribution, and Research Space

2.3 MILLION FT² TOTAL

1.2 MILLION FT² OWNED

1.1 MILLION FT² LEASED

Key Figures at a Glance

	UNIT	2025	2024[1]	2020[1] (baseline year)
ECONOMY[2]				
Revenues				
Net Sales	$ Thousands	1,515,906	1,356,514	963,875
Gross Profit	$ Thousands	738,270	643,333	401,777
Net Income (loss)	$ Thousands	128,489	120,357	(9,843)
Operating Cash Flow	$ Thousands	297,371	220,799	165,270
Capital Expenditures for Property and Equipment	$ Thousands	81,716	35,140	45,988
Free Cash Flow[3]	$ Thousands	215,655	185,659	119,282
Long-Term Debt	$ Thousands	734,038	729,551	343,722
Equity	$ Thousands	1,584,303	1,379,359	958,575
ENVIRONMENT[4]				
Total Energy Consumption	MWh	74,276	72,274	66,596
Percentage Energy from Renewable Sources	%	27%	18%	–
Total Greenhouse Gas (GHG) Emissions	MT CO_2e	30,850	22,664[4]	31,428
Total Water Withdrawal[5]	M^3	308,779	320,621	–
Water Intensity	M^3/$KRev	.2037	.2364	–
Energy Intensity	MWh/$KRev	.0490	.0533[4]	.0691
GHG Emissions Intensity	MT/$KRev	.0204	.0235[4]	.0326
GHG Reduction	%	2	24[4]	–
SOCIETY				
Merit Associates[6]		7,110	6,885	6,004
US-Based Associates		2,807	2,794	2,948
Non-US Associates		4,303	4,091	3,056
Total Recordable Incident Rate (TRIR)		1.0	0.9	1.1
Medical Equipment and Supplies Manufacturing TRIR Industry Average[7]		1.5	1.6	1.8
Fatal Work-Related Accidents		0	0	0

MWh = Megawatt-hour

MT CO_2e = metric tons carbon dioxide equivalent

M^3 = cubic meters

M^3/$KRev = cubic meter per thousand dollars of revenue earned

MWh/$KRev = megawatt hour per thousand dollars of revenue earned

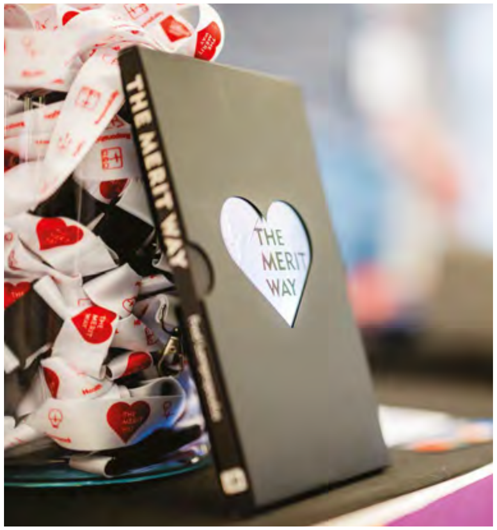
MT/$KRev = metric tons per thousand dollars of revenue earned

1. During 2025, Merit underwent a rebaselining exercise to account for the acquisition of our Sarasota, Florida, site and to increase alignment with internationally recognized best practices, such as the GHG Protocol for scopes 1 and 2. As a result, we have restated certain figures to reflect the improved accuracy. These restatements are a part of our commitment to transparency and continuous improvement in our environmental reporting practices.
2. Figures taken from Merit's Annual Report on Form 10-K, filed with the SEC on February 28, 2026.
3. Free cash flow is a non-Generally Accepted Accounting Principles (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.
4. Total GHG emissions for scope 1 and scope 2. During our rebaselining event, previously excluded refrigerants were added to scope 1 emissions for 2020 and 2025. Year 2024 refrigerants were not recalculated as part of rebaselining, which accounts for the reduction shown in 2024.
5. Water data was not available for newly added sites during the rebaselining exercise. Water will be shown for 2024 forward.
6. Average number of employees.
7. According to the US Bureau of Labor Statistics for North American Industry Classification System (NAICS) for Medical Equipment and Supplies Manufacturing: NAICS Industry 33910.

Our Approach to Sustainability

As a global leader of healthcare technology, Merit has a significant role to play in contributing to a sustainable future. Driven by a desire to make a difference in the world, our sustainability priorities are critical to our overall success and to our relationships with stakeholders. We understand the long-term wellness of our customers, patients, team members, and communities relies on a healthier, more sustainable, and more equitable world.

The Merit Way is our set of core values that influences everything we do. It is how our employees behave and how work is done. The Merit Way defines our culture. It honors the past, celebrates what has made our company successful today, and sets our expectations for the future. The Merit Way is the HEART of our organization, and with it we align our corporate sustainability strategy.



Sustainability Strategy—Key Priorities and Focus Areas

Health	Excellence	Agility	Responsibility	Teamwork
Committed to employee and patient well-being	Deliver your best with the highest of standards	Decide, act, and adapt to change	Own your decisions, actions, and results	Collaborate and communicate to achieve a common goal
Health & Safety	**Quality Assurance**	**Climate Strategy**	**Compliance & Ethics**	**Employee Engagement**
Employee Wellness	**Supply Chain Management**	**Customer Feedback**	**Environmental Sustainability**	**Our People**
Philanthropy				

Material Environmental, Social, and Governance (ESG) Topics

We believe in adding business value by assessing the risks and opportunities associated with our insights from stakeholder input and industry-trend analysis. In 2024 and 2025, we engaged a third party to help us complete a comprehensive double materiality assessment (DMA). We gathered stakeholder insights about our actual and potential impact on the environment and on society (impact materiality) as well as about how our financial performance is, or could be, affected by sustainability issues (financial materiality). A DMA reflects this consideration from two different perspectives.

We conducted the DMA by completing the following steps:

1. We performed a comprehensive sustainability assessment by engaging with a specialized third-party organization. This partnership allowed us to thoroughly identify and evaluate material impacts, risks, and opportunities across various sustainability dimensions. The assessment utilized our internal input data combined with extensive external resources, including over 300 million scientific articles and numerous public databases, to ensure a data-driven and objective evaluation process.

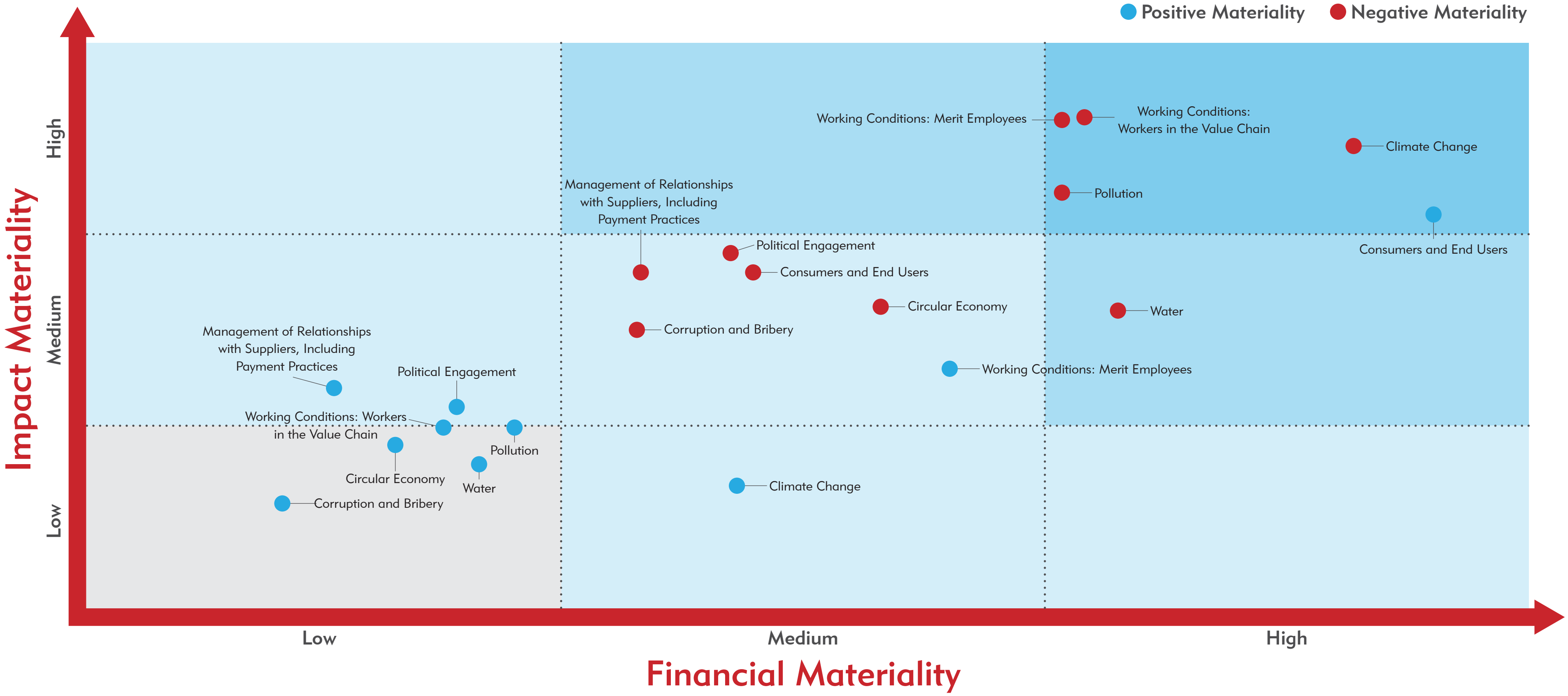
2. To ensure a holistic perspective, we implemented a multi-stakeholder consultation approach. This involved in-depth discussions with key Merit business leaders who provided critical insights. We expanded our engagement to include relevant external partners throughout our value chain, specifically targeting crucial suppliers who provide our essential materials and components, major customers who utilize our products, and other key external stakeholders with significant influence or interest in our operations. This valuable feedback was integrated with our third-party assessment results, enabling us to develop a comprehensive and consolidated list of material impacts, risks, and opportunities for all European Sustainability Reporting Standards (ESRS) matters and topics relevant to Merit's operations and strategic direction.

3. We assessed the significance of impacts, risks, and opportunities by evaluating their scale, severity, likelihood, and time horizon. These assessments were aligned with our Enterprise Risk Management (ERM) framework, where possible, to ensure comprehensive risk management. To validate our findings, we engaged senior leadership and cross-functional subject-matter experts, ensuring that our assessment's results, thresholds, and integration steps accurately reflect our strategic priorities.

Through our rigorous analytical processes and stakeholder engagement, we identified ten material sustainability topics that have significant relevance to our stakeholders and their substantive influence on our business. The ten material topics are as follows:

Climate Change	Working Conditions of Employees within our Value Chain
Pollution	Consumers and End Users
Water	Corruption and Bribery
Circular Economy	Merit's Management of Supplier Relationships, Including Payment Practices
Working Conditions of Merit Employees	Political Engagement

The results of the DMA have informed the structure of our sustainability program while confirming the validity of our approach to sustainability and focus areas at Merit. They have also provided valuable insights on how we can continue to improve our performance. The DMA helps us to focus in areas where stakeholders see the greatest impact, both positive and negative.



Material ESG Topics and Descriptions

Topic	Topic Definition
Climate Change	Addresses Merit's strategic approach to mitigate impacts on climate change through improved energy efficiency, optimized resource utilization, and implementation of sustainable practices that reduce our carbon footprint while enhancing operational performance.
Pollution	Addresses Merit's impact on pollution, including the pollution of air, water, and soil. This topic additionally considers Merit's use of "substances of concern," and "substances of very-high concern" (as defined by the European Chemicals Agency or ECHA).
Water	Addresses Merit's water withdrawal; additionally, this topic considers water discharge.
Circular Economy	Addresses Merit's consumption of natural resources, metals/minerals, and fossil fuels. This topic additionally considers Merit's generation of hazardous waste, electronic waste, and nonhazardous waste.
Working Conditions of Merit Employees	Addresses Merit's impact on employee job security, working time/work-life balance, employee rights to collective bargaining/freedom of association, and health and safety within the workplace.
Working Conditions of Employees within our Value Chain	Addresses the oversight and management of worker-related rights within the value chain, specifically child labor and forced labor, collective bargaining and freedom of association. Additionally, this topic addresses gender equality and equal opportunity for employees within Merit's value chain.
Consumers and End Users	Evaluates how Merit's policies and practices affect end-user welfare, including product safety, potential side effects, and protection from faulty products. Also considers how Merit products positively impact consumers.
Corruption and Bribery	Addresses behaviors that involve the abuse of power for personal gain, often at the expense of society. These behaviors can include offering, giving, receiving, or soliciting something of value to influence the actions of an official or other person in charge of a public or private duty.
Merit's Management of Supplier Relationships, Including Payment Practices	As a large corporation, this topic addresses how Merit manages the size disparity between its smaller suppliers that could potentially lead to supplier exploitation, if not managed ethically and responsibly.
Political Engagement	Addresses the association with lobbying and other areas of politial engagement, as it is common practice within the healthcare industry.

Our Sustainability Vision

We strive for sustainability to be understood and adopted at every level of our business. By investing in employee education and training, sustainability can advance as well as be prioritized and driven by every team member. An annual sustainability report is an important part of this journey. To demonstrate commitment and transparency around our strategy and performance, this report has been prepared using Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and Task Force on Climate-Related Financial Disclosure (TCFD) reporting standards. We follow the Greenhouse Gas (GHG) Protocol for carbon accounting.

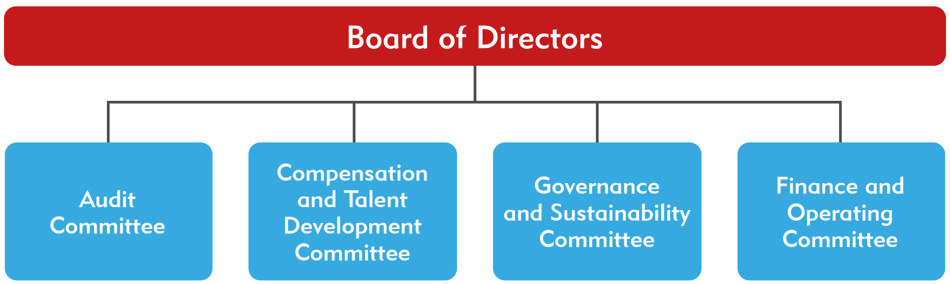
Our commitment to act responsibly and create long-term value for all stakeholders is defined in our Merit Medical Code of Conduct and is deeply rooted in our corporate vision, values, and culture. More information about our business can be found in the Business section of our 2025 Annual Report Form 10-K.

Sustainability Oversight and Governance

Making progress in sustainability is vital for the success of our overall business strategy. As such, it is important that we dedicate the right resources to oversee, manage, and promote our relevant initiatives. Two key groups are dedicated to sustainability within our corporate governance structure.

Board of Directors

Merit's Board of Directors is the highest governance body within our organization. It is responsible for overseeing our governance practices and demonstrating leadership as we work to achieve optimal economic, environmental, and social outcomes. Nine of its ten members are independent or "non-executive." Martha G. Aronson serves as President and Chief Executive Officer of the company.



Our Board of Directors is supported by an executive corporate governance structure with specific responsibilities delegated to four committees: Audit, Compensation and Talent Development, Governance and Sustainability, and Finance and Operating. Each of these committees has a written charter. The Board and its committees have an appropriate balance of relevant skills, diverse experience reflecting our markets, and suitable independence to provide scrutiny and oversight of our executive leadership.

Explore the committees upon which our Board members serve and their respective charters.

Board of Directors

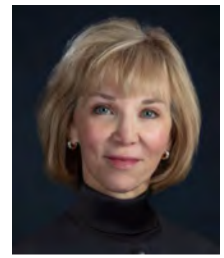
Martha Goldberg Aronson
President and Chief Executive Officer

F. Ann Millner
Chair of the Board

Lonny J. Carpenter
Director

Rear Admiral, US Navy (retired)
Stephen C. Evans
Director

Thomas J. Gunderson
Director



Laura S. Kaiser
Director

Michael R. McDonnell
Director

Silvia M. Perez
Director

Lynne N. Ward
Director

Scott R. Ward
Director

Governance and Sustainability Committee

Our sustainability efforts are guided by the Governance and Sustainability Committee of our Board of Directors, comprising four independent directors and chaired by Laura S. Kaiser.

Our Governance and Sustainability Committee reviews Merit's reports on promoting business operations that encourage environmental and social consciousness, including climate-related issues, sustainability initiatives, the environment, and other social topics. The committee also receives reports from the Corporate Sustainability Council and its activities.

Corporate Sustainability Council

Our Corporate Sustainability Council is sponsored by Chief Operating Officer Neil Peterson 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.

Neil Peterson
Chief Operating Officer

Alisha Jerauld
Vice President
Environment, Social
& Governance

Jeff Erkelens
Senior Vice President
Global Marketing & Strategy

Jennifer Allan
Vice President
Enterprise Risk Management

Ricardo Alvarez
Vice President Operations
Merit Medical Mexico

Mark Butler
Executive Vice President
Merit Medical EMEA

Sarah Comstock
Vice President
Global Communications

William Wright
Managing Director
Operations
Merit Medical Richmond

George Frioux
Vice President
Global Real Estate & Facilities

David Lewis
Chief Compliance Officer

Jason Reber
Vice President Operations
Merit Medical SLC

Rick Russell
President
Sensors

Mike Voigt
Chief Human Resources
Officer

Caring for the Planet

We are committed to our organization's environmental footprint because it is beneficial to our business and to our stakeholders, both now and in the future. We care about being responsible and minimizing the long-term impact we may have on future generations. Our focus on environmental improvements also makes business sense, leading to efficiencies and financial benefits.

We acknowledge the scientific evidence presented by the Intergovernmental Panel on Climate Change (IPCC) concerning the need to limit the global average temperature increase to avoid the catastrophic effects of climate change. We also recognize that climate change provides risks and opportunities for Merit Medical as a global organization.

We are mindful of the effect our business activities have on the environment. Our single-use medical devices play a significant role in patient safety and outcomes, but even when disposed of properly, they have an impact on the environment.

Our 2030 Goals and Progress

Merit has developed near-term and long-term climate targets for our scopes 1 and 2 greenhouse gas (GHG) emissions compared to our 2020 baseline.

- **Near-term climate goal:** reduce absolute scopes 1 and 2 GHG by 40% by 2030.
- **Long-term climate goal:** reduce absolute scopes 1 and 2 GHG by 65% by 2050.

Our continued work to decrease energy intensity at our global operating and distribution sites and to replace non-renewable energy with renewable energy will drive the realization of our new goals.

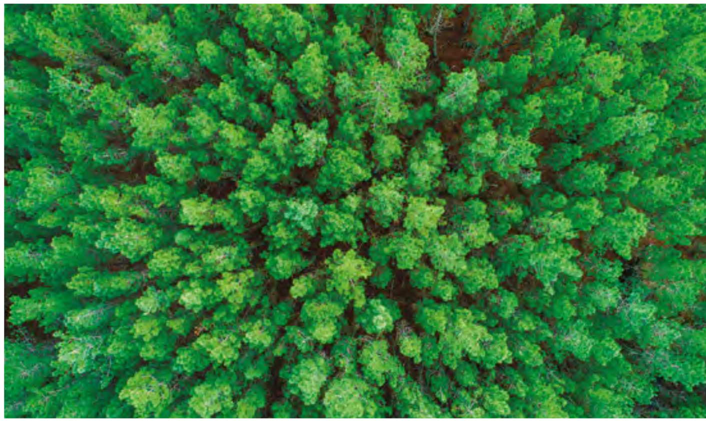
Performance Trends and Drivers

In 2025, we saw a decrease of 2% in our absolute scopes 1 and 2 GHG. This is due to our expanding operations in the United States and Mexico, and while our current larger operations are using energy more efficiently compared to our baseline year, we recognize that more must be done to move the needle on our 2030 targets. Our strategy over the next 24 months includes increasing our percentage of renewable energy investment as well as continuing to pursue best practices on energy reductions and electrification to make significant progress on our absolute scopes 1 and 2 reduction targets by 2030.

2030 Goal
40% absolute GHG reduction

2025 Result
2% decrease

Strategy for reduction over the next 24 months:
Pursue energy reduction and renewable energy opportunities at our energy-intensive sites in the United States and Mexico.



Environmental Overview

In 2025, Merit underwent a rebaselining exercise to account for the acquisition of our Sarasota, Florida, site and to increase alignment with internationally recognized best practices, such as the GHG Protocol for scopes 1 and 2.

	2020	2024	2025	% Change from 2020
Combined Scopes 1 and 2 Emissions (MT CO_2e)	**31,452**	**22,688**	**30,875**	**-2%** ↘
Scope 1	11,018	3,106*	12,328	12% ↗
Scope 2 (market based)	20,435	19,582	18,547	-9% ↘
Scope 2 (location based)	19,680	20,705	21,540	9% ↗
GHG intensity ($MTCO_2e$/$K net sales)	.0326	.0235	.0204	-38% ↘
Total Energy Usage (MWh)	**66,596**	**72,274**	**74,276**	**12%** ↗
Natural Gas	7,861	7,116	7,090	-10% ↘
Propane	177	373	354	100% ↗
Diesel	486	767	867	78% ↗
Gasoline	82	67	55	-33% ↘
Total Electricity Usage	57,991	63,951	65,911	14% ↗
Onsite Renewable Electricity	--	150	142	-5% ↘ from 2024
Purchased Renewable Electricity	--	13,064	19,996	6% ↗ from 2024
Percentage of Renewable Energy	--	18%	27%	50% ↗ from 2024
Purchased Grid Electricity	57,991	50,737	45,773	-19% ↘
Energy Intensity (MWh/$K net sales)	.0691	.0533	.0490	-29% ↘

*Part of our rebaselining efforts included adding refrigerants to the inventory for 2020 and 2025.
We have not added refrigerant data to the 2024 scope 1 emissions, which causes the totals to be lower than comparative years.

	2024	2025	% Change from 2024
Total Water Withdrawal (m^3)	**320,621**	**308,779**	**-4%** ↘
Water withdrawal in areas of high-water stress	266,922	246,551	-8% ↘
Water Intensity (M^3/$K net sales)	.2364	.2037	-14% ↘
Total Waste (Tons)	**4,135**	**4,128**	**0%** →
Hazardous Waste	159	140	-12% ↘
Biohazardous Waste	.82	.41	-50% ↘
Total Non-Hazardous Waste	**3,974**	**3,988**	**0%** →
Landfill	1,178	1,038	-10% ↘
Recycling	2,480	2,450	-1% ↘
Incineration (waste-to-energy)	313	497	59% ↗
Universal Collected Waste	3	2	-48% ↘
Waste Intensity (Tons/$K net sales)	.0029	.0026	10% ↗
Number of manufacturing sites with ISO 14001 certifications	10	10	

Merit is currently in the process of calculating scope 3 emissions to include within our future disclosures. The baseline year for scope 3 will be 2024 and will include water and waste tracking.

Climate Overview

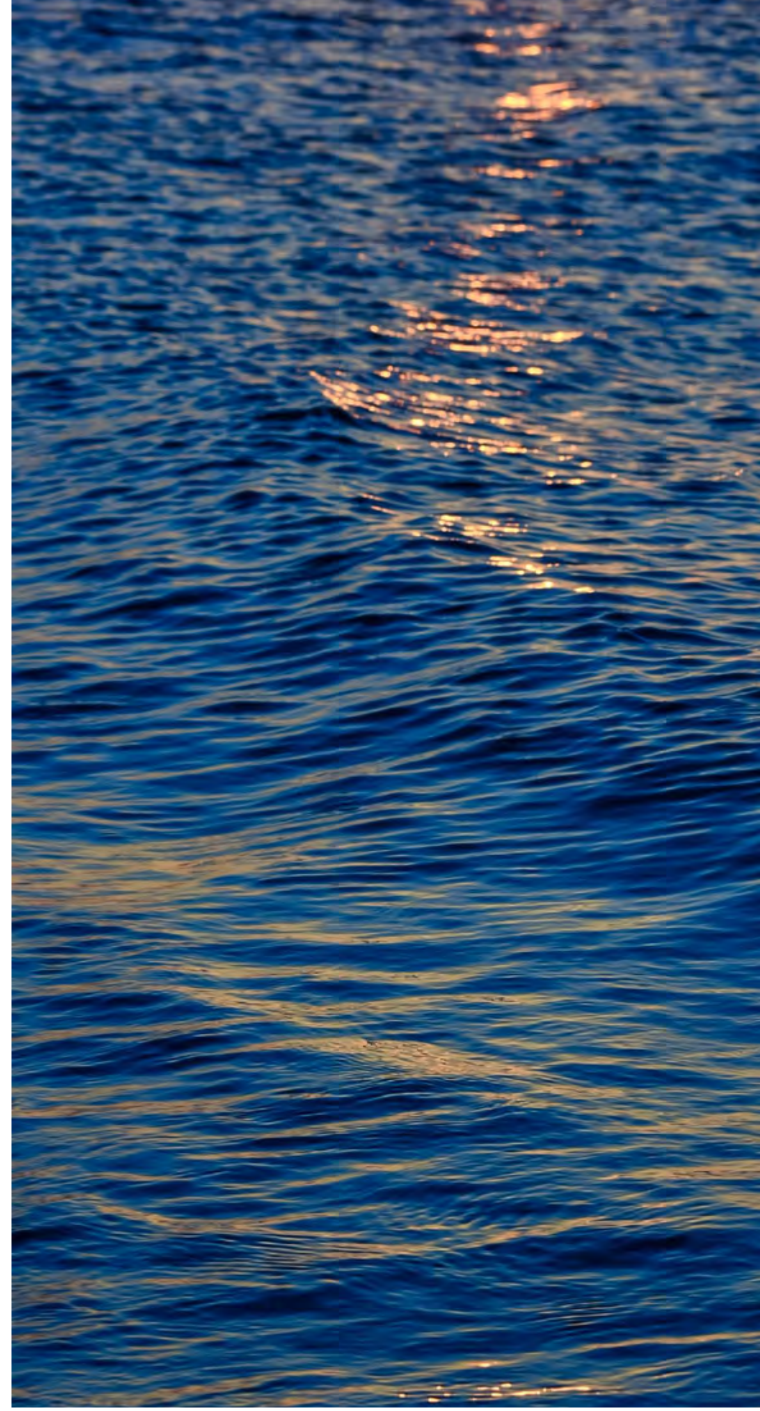
The following section is structured to align with the framework recommended by the Task Force on Climate-Related Financial Disclosures (TCFD): governance, strategy, risk management, metrics, and targets.

Climate Governance:

The Merit Board of Directors has oversight of company climate-related risks and opportunities. More information on Board oversight and the role of management is provided in the Board Overview section of this Sustainability Report.

Strategy:

At Merit, we have adopted a systematic approach to identifying, assessing, and managing climate-related risks and opportunities.



Our process begins by interviewing relevant stakeholders to identify potential physical and transitional risks and opportunities across our operations and value chain. In our last assessment, we used the interview results to identify seven potentially relevant physical risks, which were mapped against the EU Taxonomy's classification of climate-related hazards (2021), as well as four transitional risks and two opportunities, leading to a total of eleven potential climate-related risks and opportunities.

TCFD—Potential Climate-Related Risks and Opportunities

Category	Type	Description	Explanation
Physical risk	Acute	Heatwaves and extreme temperatures	Prolonged periods of abnormally hot weather
Physical risk	Acute	Wildfires	A large destruction fire that spreads quickly over woodland or brush
Physical risk	Acute	Extreme cold	A spell of cold weather over a wide area
Physical risk	Acute	Heavy precipitation and flooding	The covering or submerging of normally dry land with a large amount of water
Physical risk	Acute	Heavy winds and storms	A violent disturbance of the atmosphere with strong winds and usually rain, lightning, thunder, or snow
Physical risk	Acute	Tropical cyclones	A localized, very intense low-pressure wind system, forming over tropical oceans accompanied by strong rainfall and winds
Physical risk	Acute	Rise in sea level and coastal flooding	An increase in the level of the world's oceans due to global warming
Transitional risk	Policy & legal	Carbon-pricing schemes	Carbon-pricing schemes for the building sector
Transitional risk	Policy & legal	Net-zero requirements	Net-zero requirements brought by customers and regulators
Transitional risk	Policy	Scope 3 reduction challenges	Lack of stringent policies that constrain suppliers to use low-carbon energy sources, thereby limiting our scope 3 reduction progress
Transitional risk	Policy	Increase in airfares	Potential cost increases for air travel, resulting from carbon schemes and more stringent policy requirements
Transitional opportunity	Market	Energy savings	Energy savings due to realization of energy goals and consumption of energy from low-carbon sources
Transitional opportunity	Market	Electrification	Cost savings due to electrification of the transportation sector as fuel costs increase

We then perform a climate-scenario analysis to assess the potential impact of each risk and opportunity over different time horizons and geographies. For the latest assessment, we set the following parameters:

Time Horizons:

- Short term: Present–2027
- Medium term: 2027–2030
- Long term: 2030–2050

Geographies

- United States
- Mexico
- Ireland
- The Netherlands
- France
- Singapore

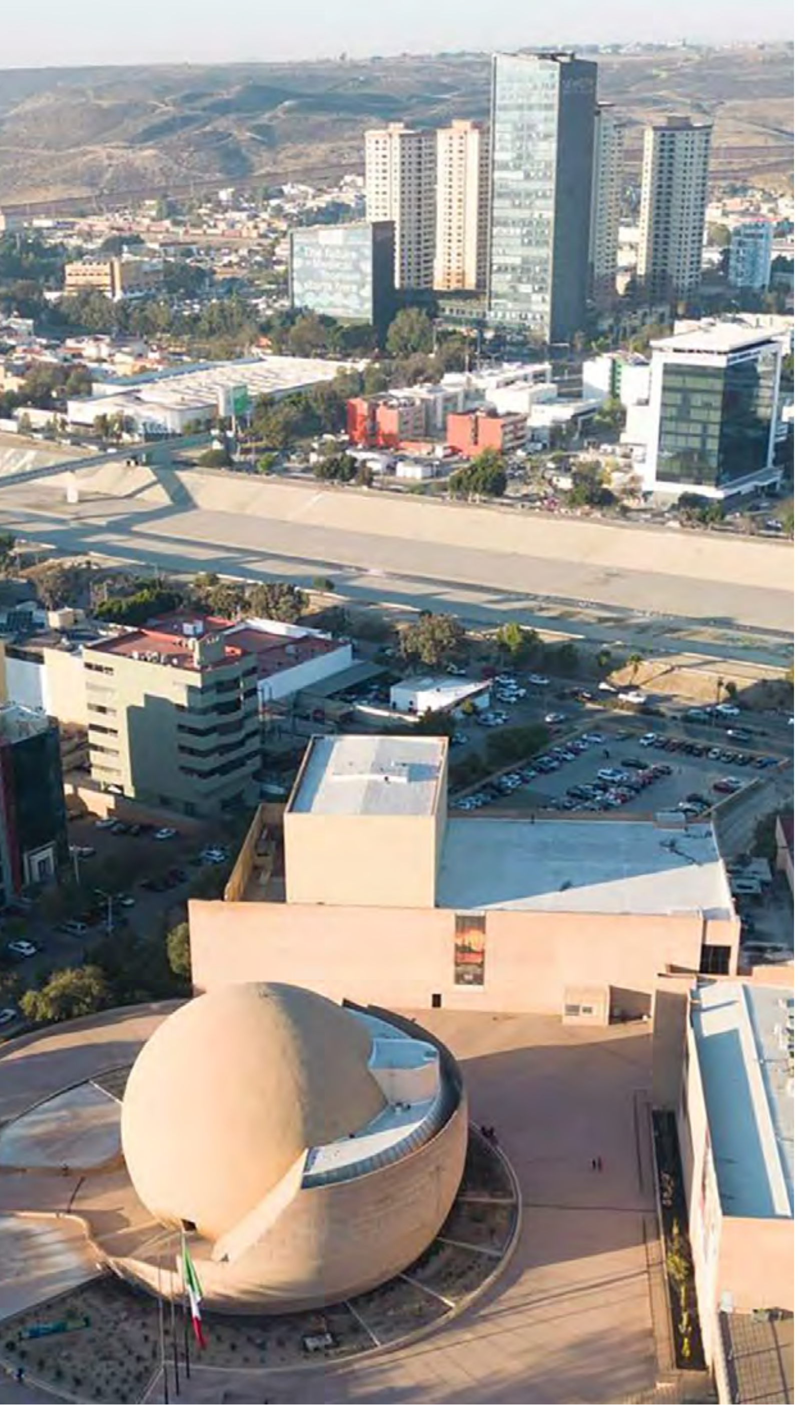
Climate Scenarios

- Physical Risks
- Representative Concentration Pathway (RCP) 8.5 scenario
- Transition Risks
- High Mitigation (1.75° C warming): International Energy Agency (IEA) Sustainable Development Scenario (SDS)
- Low Mitigation (3° C warming): IEA Stated Policies Scenario (STEPs)

For physical risks, we begin by reviewing literature on the latest climate science and relevant climate policies across the countries included in the assessment. This analysis gives us insight into expected changes in physical risks during the medium (to 2030) and long term (to 2050) compared to the baseline period for each country considered. In our latest assessment, the results showed that physical hazards in the long term represent a higher risk than those in the medium term. The table below therefore highlights the long-term identified changes (2050 vs. baseline)

TCFD—Generic Country-Level Analysis of Physical Risks Based on Merit Locations Within Each Country (projected change until 2050 vs. baseline)

Country	Heatwaves and Extreme Temperatures	Drought	Wildfires	Extreme Cold	Heavy Precipitation and Flooding	Tropical Cyclones and Storms	Sea-Level Risk and Coastal Flooding
United States	Very high	Very high	Very high	High	High	High	Not relevant
Mexico	Very high	Very high	Very high	Low	Moderate	Low	Moderate
Ireland	Low	Low	Low	Low	Very high	Low	Moderate
The Netherlands	Moderate	Moderate	Moderate	Not relevant	Very high	Not relevant	High
France	High	High	High	Moderate	Moderate	Low	Not relevant
Singapore	Very high	Low	Low	Not relevant	High	High	High



We then took the four highest scoring physical risks from the country-level assessment and performed a site-level analysis to better understand the potential impact of physical climate-related risks on Merit in the long term (2050). The potential impacts are summarized in the table below. Physical climate risks are considered when opening new facilities and in the design of our supply chain.

TCFD—Summary of Merit-Specific Site-Level Analysis

Potential Risk	Country	Potential Threat
Heatwaves/Extreme temperatures/Drought	United States and Mexico	The frequency and duration of heatwaves are projected to increase significantly, especially in the southern and eastern parts of the United States. Heatwaves may cause higher cooling costs and increase heat stress conditions for employees, customers, and our operating sites in Utah, Texas, Virginia, and Tijuana.
Wildfires	United States and Mexico	Average and maximum temperatures during wildfire season are projected to increase significantly, which leads to an increased risk in wildfires that may affect our production sites in Utah and Tijuana.
Heavy precipitation and flooding	United States, Ireland, the Netherlands, and Singapore	Heavy precipitation is expected to increase substantially in the United States, Ireland, parts of the Netherlands, and Singapore, which may cause supply chain and operational interruptions at our centers located in Galway, Maastricht, and Singapore due to flash and sustained flooding.
Sea-level risk and coastal flooding	Singapore and the Netherlands	As our operation centers in Singapore and Maastricht are located far inland, a projected rise in sea level and coastal flooding is expected to pose no substantial risk.

We provisionally quantified the potential financial impact of three physical risks in the United States and Mexico near our two largest production facilities in Utah and Tijuana: increased heatwaves, extreme temperatures, and wildfires. We selected these physical risks, as they had the highest likelihood of disrupting supply chains and interrupting operations.

Our assessment suggested that in these locations, risks posed by heatwaves and extreme temperatures are projected to increase, which will tangentially contribute to higher wildfire risks. As a result, we expect costs associated with cooling our buildings and insuring against wildfire risk to increase. To mitigate these physical risks, our local teams have implemented programs aimed at energy efficiency, fire safety and mitigation, and water reduction as part of their environmental management systems and business continuity management systems.

Our business continuity management system also considers supply chain risk for heatwaves, extreme temperatures, and wildfires for critical suppliers. In Utah and Tijuana, the largest assessed impact was found to be transportation delays due to rerouting around affected areas. However, based on our practice of safety stock, secondary suppliers, and business continuity management, we estimate the financial impact of these physical risks to be low.

To assess the potential impact of transition risks and opportunities, we review national scenarios, policies, and long-term strategies for each of the countries included in the assessment, which inform the performance of each risk and opportunity across climate scenarios and time horizons. The risks and opportunities were assigned a qualitative rating based on Merit's footprint within each jurisdiction and the likelihood that the identified topics would materialize. The matrix below shows the highest risks identified and scenarios on which they are based.

The results show a combination of low-to-moderate risk in most cases, except for the following:

- Challenges we may face in reducing scope 3 emissions, especially for suppliers in China and Mexico. This is due to relatively underdeveloped regulatory frameworks that fail to stimulate emissions reductions at the desired rate.
- Potential increases in our operating costs from stricter aviation sector policies, resulting in higher air transportation fares.

TCFD—Country-Level Analysis of Transitional Risks and Opportunities Using a Low-Mitigation Scenario (projected change until 2050 vs. baseline)

Country	Carbon-Pricing Schemes	Net-Zero Retrofit Requirements	Scope 3 Reduction Challenges	Increase in Airfares	Energy Savings Due to Net-Zero Retrofits or Electrification of Transportation Sector
United States	Low	Low	Moderate	Low	High
Mexico	Not relevant	Low	High	Not relevant	High
Ireland	Moderate	Moderate	Low	High	Low
The Netherlands	Moderate	Moderate	Low	High	Low
France	Moderate	Moderate	Low	High	Low
Singapore & China	Low	Low	High	Low	Moderate

We also conducted site-specific analysis on the potential financial impact of increasing air transportation fares due to carbon-pricing schemes and more stringent policies in three countries where we calculated the highest potential risk: Ireland, the Netherlands, and France. We included both business-related air travel and air freight in our analysis, modelling a range of scenarios based on various assumptions about regional carbon price developments, the aviation sector decarbonization path, development of global warming, Merit's business growth, and our own GHG-reduction pathway. The analysis showed that potential financial impacts from air freight are higher than those related to air travel. We further found that achieving our current targets would lower our potential carbon costs by continuing to move more of our shipments to ocean freight compared to air freight.

Risk Management

Merit uses a variety of methods to identify and assess climate-related risks and opportunities, including desk research, interviews, climate expert advisors, qualitative and quantitative scenario analysis, and financial quantification. We use a phased, risk-based approach and try to focus our efforts on areas with the highest potential risks and opportunities. Outcomes from the assessment are presented to relevant internal stakeholders, and accountability for mitigation measures is assigned accordingly. The results of the climate-related risk assessment then feed into our overall strategic risk management process, together with all other business risks, as part of our Enterprise Risk Management (ERM) system.

In addition, Merit recognizes that managing potential impacts from climate-related risks and opportunities will depend on the larger world's ability to decarbonize. Merit is committed to reducing its emissions as part of this wider effort through our climate strategy. This strategy is centered around our enterprise-wide commitment to decrease absolute GHG emissions for scopes 1 and 2 by 40% metric tons (MT) of carbon dioxide (CO_2) by 2030 from our baseline year of 2020 through the implementation of energy efficiency and conservation programs and the adoption of renewable energy technologies across operations.

Energy Efficiency

At Merit, we have implemented an enterprise-wide Energy Policy that requires each facility to consider energy performance in existing operations, newly constructed facilities, and in the development of new products, equipment, and manufacturing processes. Each facility must conduct an energy efficiency review when purchasing or replacing any equipment to comply with policy requirements. In 2025, we implemented many efficiency initiatives across Merit, including the installation of LED lighting throughout our campuses and moving to high-efficiency coolers at our Richmond location. Our Salt Lake City facility has undergone several efficiency upgrades, including the installation of heat pumps, skylights, extra insulation, and extra windows at our newly constructed distribution center as well as the implementation of a more-efficient cooling tower for the campus.

Energy Conservation

We have also implemented programs that help reduce emissions from transportation. At our facilities in Utah, Ireland, and France, we promote the usage of electric vehicles by providing employees with on-site, electric vehicle-charging stations.

At our facility in Tijuana, Mexico, we operate our employee-transportation program to reduce emissions and to encourage employee safety. We contract twenty-one fuel-efficient buses to transport over 2,000 employees to and from the facility each workday. These buses provide safe, efficient, and comfortable transportation for our Tijuana employees.

Renewable Energy

Increasing the use of renewable and carbon-free energy is an important part of our long-term climate change strategy. Procuring renewable and carbon-free energy is a key strategy we are using to meet our 2030 absolute emissions-reduction goal.

In 2025, 27% of Merit's total energy usage came from renewable sources. We are actively engaging with our energy providers to purchase more renewable and carbon-free energy, and in some cases, install on-site renewable energy solutions. Currently, our sites in Melbourne, Australia, and Johannesburg, South Africa, have on-site solar generation, and our facilities in the Netherlands, Germany, Ireland, and Utah purchase renewable energy at a premium through a green tariff program with their local utility. Moving forward, we will continue to work with other facilities to identify opportunities for renewable energy procurement and installation, so we can reach our absolute emissions-reduction goal.

Metrics and Targets

We are committed to decreasing absolute GHG emissions for scopes 1 and 2 by 40% MT of CO_2 by 2030 from our baseline year of 2020. As part of these efforts, we track our scopes 1 and 2 GHG emissions and energy intensity, and we are working to expand the inventory to include scope 3 emissions. Quantitative metrics can be found in the Environmental Overview table.

To date, we are focusing on climate change mitigation and have not yet set any further public targets related to how we manage climate-related risks and opportunities.

Water Strategy

Water is one of our key environmental challenges and opportunities, and it is a resource we have committed to using more efficiently. We have worked to understand the impact of water use at each of our operating facilities and to enact programs that improve water efficiency.

In 2025, we utilized the Water Risk Filter provided in collaboration with the World Wildlife Fund Risk Filter Suite (WWF-RFS) to understand basin water risk at our operating locations.

We have identified four manufacturing locations as physical water-stressed sites: Tijuana, Mexico; Salt Lake City, Utah; Richmond, Virginia; and Pearland, Texas. Goals and initiatives are addressed at the site level by understanding local/regional water-basin activity and stress.

For example, we have made efforts to minimize our water usage across facilities. At our Salt Lake City facility, we have completed a project to xeriscape the campus, moving away from traditional grass and water-intense shrubbery to drought-resistant native plants and rock landscapes. Similarly, at our manufacturing plant in Tijuana, we have installed low-flow fixtures throughout the facility to minimize our water consumption. The following table summarizes Merit-operating sites located in identified water-stressed regions:

Site	Country	River Basin	Water Depletion*	Baseline Water Stress*	Ground Water*	Long-Term Drought*	Short-Term Drought*
Tijuana	Mexico	Tijuana	4	5	3	2	2
Salt Lake City	USA	Great Salt Lake	4	4	1	2	1
Richmond	USA	James	1	3	3	1	1
Pearland	USA	Trinity	2	3	1	1	1

*WWF Water Risk Filter Levels

Very-low risk	Low risk	Medium risk	High risk	Very-high risk
1.0–1.8	1.8–2.0	2.6–3.4	3.4–4.2	4.2–5.0

Product Lifecycle and Packaging

Most Merit products are disposable devices and are generally discarded after a single use. This is due primarily to the risks of exposing patients to bloodborne pathogens capable of transmitting disease or other potential infections.

Additionally, repeated sterilization to address such risks is impossible because it may adversely affect material quality and result in product failure if used in multiple medical procedures. For these reasons, many of our products will likely end up in a medical waste disposal facility after use.

Therefore, we prioritize finding ways to reduce the impact of their production and distribution.

As discussed in the Environmental Overview sections, and in line with our 2030 goals, we are actively working to reduce energy and water use associated with the production of each device. The materials in our devices are also under review as we try to find more eco-friendly alternatives or to improve their recyclability.

In 2021, we began a multi-year project within our Merit Smart Shipping™ initiative to reduce unnecessary product packaging by assessing how they are ordered and used by our customers.

During 2025, we removed 66,729 pounds of materials from our waste streams. Projects included a reduction of corrugate, the repurpose of raw materials within our production processes, a reduction of film, and reductions in printing.

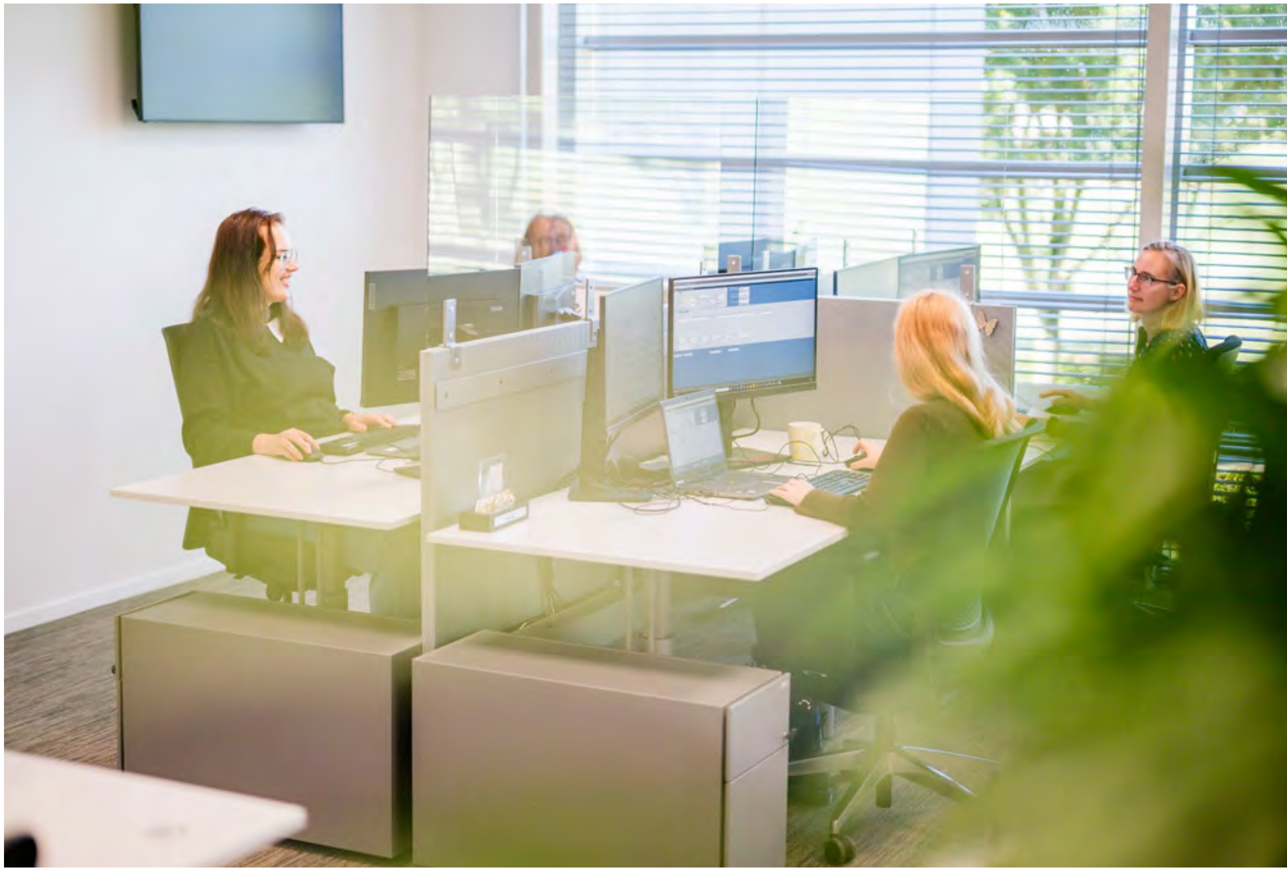
Today, our customers can spot products that have undergone packaging and packaging-waste eliminations by seeing our red Merit Smart Shipping symbol on the box.

Furthermore, our eWORQ work-order program makes a significant difference in paper reduction. Transitioning work orders from paper to our digital system, eWORQ has saved 4,931,000 pieces of paper in 2025. Currently, this digital work-order system is in place at our manufacturing facilities located in Salt Lake City, Utah; Galway, Ireland; and Tijuana, Mexico. In 2026, we are planning to have 93% of our production orders on the eWORQ system.

ISO-Certified Management Systems for Environment and Occupational Health and Safety

ISO certifications for Environment (14001) and Occupational Health and Safety (45001) management systems are an important part of our strategy and demonstrate our commitment to lessening our impact on the environment and on our team members. The chart below highlights our sites that are currently certified or working on certifying to ISO 14001 and 45001. Today 90% of our operating facilities are certified to ISO 14001 and 45001 management systems.

Merit Site	ISO 14001	ISO 45001
Galway, Ireland	✓	✓
Maastricht, Netherlands	✓	✓
Paris, France	✓	✓
Pearland, Texas	✓	✓
Richmond, Virginia	✓	✓
Salt Lake City, Utah	✓	✓
Sarasota, Florida	2026	2026
Singapore	✓	✓
Tijuana, Mexico	✓	✓
Venlo, Netherlands	✓	✓



Strengthening Communities

Merit Medical prioritizes people. We deliver high-quality products that positively impact patient lives worldwide. We cultivate a culture where people feel valued and respected, and we partner with our communities to make a meaningful and lasting impact.

At our facilities, we strive to develop and improve our approach to important topics, such as health, safety, well-being, and inclusion for the benefit of our internal stakeholders and our business. Our team works hard to maintain an inclusive global culture, one that reflects customer diversity as well as fosters an environment where everyone feels welcome. We also aim to create meaningful work for our employees and ensure they understand their importance in delivering our purpose and mission.

We strongly believe in giving back to our communities. Through our local operations, we actively support projects that create positive change and improve lives.

Health, Safety, and Well-Being

We prioritize the health, safety, and well-being of our team members because they are the driving force behind our success.

Health and Safety

Occupational health and safety (OHS) is a top priority and is overseen by the Governance and Sustainability committee. We have developed and adopted a range of policies, systems, and tools designed to allow us to embed our culture of innovation within OHS for our people and the planet.

OHS training is mandatory for all employees, and additional job-specific training is required for relevant employees. Training is completed through our learning management system (LMS), live sessions, onboarding and annually thereafter, or when changes are made to policies, processes, and/or procedures.

We hold ISO 45001 certification at all ten of our manufacturing sites and one of our distribution centers. Our ISO 45001 system is designed to recognize hazards, assess risk within our processes, and mitigate risk through procedures, training, and personal protective equipment.

An important part of our OHS system is our programs that encourage consultation and participation in our workforce. Through safety councils, monitoring and measuring procedures, employee-encouraged reporting, and annual campaigns, we cultivate a culture of safety as a top priority.

During 2025, our total recordable injury rate (TRIR) was 1.0. This is an increase from our previous year, and we are implementing additional programs and resources to address the rate and decrease it in 2026.

Going forward, we intend to continue to encourage and support our employees in taking responsibility for their own safety with the support of our OHS teams.

Well-Being

At Merit, we recognize that employee well-being both in and out of the workplace is integral to achieving our company goals. In 2025, we continued our commitment to fostering a culture of wellness through various initiatives and programs.

Employee wellness activities and events are planned and led by our Wellness Coordinator and supported by several individuals on the Wellness Communications team. This team meets monthly to review past and upcoming initiatives, address barriers, and implement new ideas to facilitate employee well-being.

Our 2025 wellness calendar incorporated topics that Merit employees have appreciated in the past. Overall, this calendar serves as a helpful tool to organize and plan various health events, activities, and offer educational materials each month.

Topics covered included heart health, skin health, brain health, financial wellness, healthy habits, and diversity awareness. These topics are crucial for maintaining overall well-being, promoting a balanced lifestyle, and fostering an inclusive environment.

Employees participated in various online and in-person wellness talks and events. Internal and external speakers hosted these events, and they received a positive response from attendees. Throughout these activities, Merit continued to support mental and emotional well-being by providing access to resources, employee-assistance programs, and educational content highlighting resilience and stress management. To further mindfulness and relaxation, employees at our Salt Lake City headquarters have a dedicated meditation room—a quiet space for individuals to decompress, refocus, and practice stress-reduction techniques.

We continue to offer on-site health clinics at our largest facilities in Salt Lake City, Utah, and Tijuana, Mexico. Our clinics are staffed with highly qualified medical professionals who offer a range of services and treatments.

Throughout 2025, our Salt Lake City facility remained committed to advancing employee health and wellness. As part of our ongoing initiatives, we offered quarterly mobile mammograms and courtesy A1C checks in March, July, and November.

Also in November, we continued our National Diabetes Prevention Program with high participation and excellent results. During June, August, and September, we provided complimentary skin checks for employees every other Tuesday in the clinic. These programs were very popular among our employees and helped to raise awareness for the importance of preventive health measures. In addition to clinical services, we help boost physical well-being through walking paths and movement-based initiatives tied to seasonal events, encouraging employees to incorporate activity into their daily routines in simple and accessible ways.

Social well-being remained a key focus as well. Our wellness events at our global sites continued to bring employees together, strengthening connection and fostering a supportive workplace community. Whether through educational sessions, group activities, or seasonal challenges, these shared experiences helped enhance a sense of belonging across our organization.

At Merit, we encourage healthy eating habits among employees by offering a free Healthy Choice meal in our Salt Lake City cafeterias. Our meals are carefully curated by our in-house dietitian, ensuring they are nutritious and beneficial for employee health. On average, we serve approximately 2,600 Healthy Choice meals per week to our employees. Every other month, we provide employees with nutritious “food as medicine” samples, a way to introduce new healthy recipes they can try at home.

In 2025, Merit received the Utah Worksite Wellness Council Platinum Award in recognition of these important employee wellness initiatives. We are proud to provide these valuable services and will continue to offer them in the future.

Our People

In July 2025, we celebrated the one-year anniversary of The Merit Way, an employee initiative designed to create one global culture united by common values. The Merit Way honors both the company's past and future and is described with the acronym, HEART.

- **Health:** Committed to employee and patient well-being.
- **Excellence:** Deliver your best with the highest of standards.
- **Agility:** Decide, act, and adapt to change.
- **Responsibility:** Own your decisions, actions, and results.
- **Teamwork:** Collaborate and communicate to achieve a common goal.

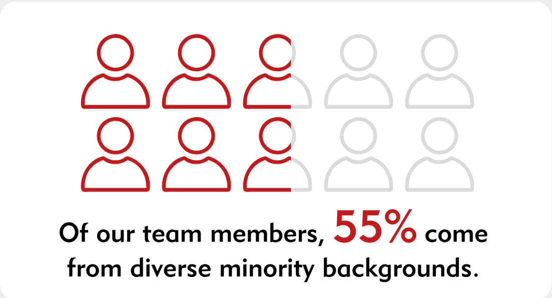
The Merit Way values are embedded in performance management and recognition programs as well as ongoing local and global communications.

ELEVATE, an Employee Resource Group (ERG) held in each of our major regions—North America, Asia, and Europe, Middle East & Africa (EMEA)—kept the momentum they have built since 2022. Led by women and open to everyone, the group has built a comprehensive program to cultivate employee engagement and retention by holding relevant events that facilitate both personal and professional development. Examples include a global panel session on leadership with some of our Board members, recognizing Diversity Week in EMEA, and implementing breast cancer and fibroid awareness initiatives.

Through ELEVATE, the first global Strategic Leadership Program was launched in partnership with the University of Utah and an external leadership development partner. This customized program includes both in-classroom and real-life application work alongside manager coaching to provide participants with the resources and opportunities to build critical leadership skills at all levels of the organization. Twenty-four diverse participants, spanning different regions, functions, and levels, graduated from the program in March 2026.

In 2025, women made up 50 percent of Merit Medical Board of Directors as well as our internal people leaders. Of our global workforce, 59.5 percent are female, and 55 percent of our team members in the United States come from diverse minority backgrounds.

As part of The Merit Way value of Responsibility, we are committed to providing equal opportunity in all aspects of employment. We do not tolerate harassment or discrimination based on 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.



Employee Engagement and Development

Since 2022, we have partnered with Gallup to carry out regular engagement surveys, gathering insights on how our talent feels about the company, their management, and their teams. In 2025, Merit had its highest employee engagement results to date, coupled with a new record of a 93 percent participation rate, indicating strong trust and collaboration among employees. We were awarded the 2026 Gallup Exceptional Workplace Award, an honor that recognizes a company's commitment to creating an exceptional workplace culture where team members thrive.

Merit made considerable progress across all aspects of engagement and in all major areas of the organization. Our people saw the most significant improvements in how their work is recognized (an increase of 103 percent*), more regular feedback and ongoing development conversations (an increase of 96 percent*), and in their opinions being heard (an increase of 93 percent*).

The survey has led to hundreds of local team action plans, specifically a global action plan aimed at company-wide initiatives. For example, we have continued with and improved our global incentive plan, enabling our employees to benefit from strong group performance. Other global initiatives include additional investment in management and leadership development, particularly in our Commercial and Operations teams.

One such example is the successful global deployment of Gallup's "Conversations That Matter" communications training. Led by a talented group of fifty in-house business leaders who underwent Gallup training, the course was presented to more than 500 managers worldwide in Operations, Quality Assurance, and R&D. We also continue to hold quarterly town halls to ensure our team members stay connected and informed.

Of noteworthy mention, Merit China received the 2025 Top Employer Award for the fourth consecutive year in a row. This award reflects our unwavering commitment to excellence in human resources practices. In selecting recipients for the award, the Top Employers Institute considers a variety of factors, including people strategy, work environment, talent acquisition, learning and development, employee well-being, and diversity and inclusion.

Overall, Merit's forward movement on engagement has resulted in improved key performance indicators. Employee turnover, absenteeism, and productivity have all benefited. We are excited to track further positive change as we continue to implement The Merit Way now and into the future.

Inspiring the Next Generation—UK Career Days

The next generation of leaders are young students today. Our Merit UK team launched a program to inspire the next generation of local students interested in science, technology, engineering, and mathematics (STEM) careers. The Merit Career Day program invites students from local schools to participate in interactive experiences in the med-tech industry. Combining presentations, facility tours, and interactive simulator sessions with stents, inflation devices, and compression devices, the students learn how patient care is constantly improving as science and technology work together. They also learn about key skills, qualifications, career pathways, and insight into Merit's corporate sustainability plan and initiatives.

*Percent improvement 2022 vs 2025—Gallup's percentile ranking compared to Gallup's overall database

Philanthropy

From the inception of our company, we set out to improve lives around the globe. More than 39 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 non-profit organizations, our worldwide facilities foster stronger communities and create positive change.

During 2025, we partnered, through monetary donations, with important organizations, including:

- American Heart Association
- Boys & Girls Clubs of America
- Children's HeartLink
- Thanksgiving Heroes
- Local food banks
- Shriners Hospital for Children
- Make-A-Wish Foundation
- Special Olympics
- STEM programs for students

Merit employees also volunteered their time to serve within our local communities at several organizations, such as local food banks, local education programs, and community clean-up initiatives.

Merit is proud to partner with physicians and clinics with a mission to bring much-needed medical care to underserved communities around the world. In 2025, Merit donated innovative medical products to the following organizations and communities:

Organization	Country Served
Mending Kids	Nicaragua, Mauritius & Tanzania
Boston Cardiac Foundation	Haiti
Heart Attack Ethiopia, Inc.	Ethiopia
Peruvian American Medical Society	Peru
World Pediatrics	Honduras
Syrian American Medical Society	Syria

Creating Value

Value is created when sustainability is embedded in everyday business decisions. We hold ourselves accountable to high standards of strategy, planning, quality, risk management, honesty, and integrity. This approach broadens the definition of value beyond short-term profit to include long-term performance, impacting how we measure success for ourselves and our business partners.

Enterprise Risk Management

Our team established an Enterprise Risk Management (ERM) program to optimize performance as we achieve our corporate vision, values, and objectives.

Our ERM program is aligned with the Committee of Sponsoring Organizations of the Treadway Commission (COSO) Enterprise Risk Management and ISO 31000:2018 frameworks. The ERM team also manages Merit Medical's Business Continuity Management System (BCMS) in accordance with ISO 22301:2019.

We recognize that risks and opportunities are present in all business activities. Effectively managing risks and optimizing opportunities are critical when growing organizational value and exceeding expectations of stakeholders. The ERM program is designed to actively engage executive leadership, with Board oversight, in managing internal and external risks to our operations by monitoring both emerging risks and opportunities.

Our Board of Directors delegates specific oversight responsibilities to each of its four committees. The full Board and its committees govern risk activities through comprehensive reporting of trending and emerging challenges, key risk indicators, and opportunities for improvement regarding thirteen tier-one categories of risk.

Integral to overall corporate governance, our ERM program addresses a broad portfolio of risks that support our environmental and sustainability objectives. Our ERM team conducts ongoing risk assessments at manufacturing locations around the world, examining the potential impacts of both physical and transitional climate risks and opportunities. Many additional environmental-related topics are included in our portfolio, such as policy change, legal, technological, reputational, and market risks. We also consider social opportunities to enhance the trust of our stakeholders.

BCMS

Merit is a complex global organization with varying disruptive risk factors in different regions of the world. We maintain a BCMS at each of our worldwide sites to support crisis management, business continuity, and disaster-recovery planning.

We strive to build a culture of resilience through training and continual improvement in our preparedness, and we perform periodic testing at our facilities to enhance our readiness.

Third-Party Risk Management

We value our relationships with many third parties who are integral to our success. Through managing our supply chain and mitigating risk of potential disruptions, we maintain a reliable supply of products to our customers.

Third-party risks related to information technology can come through interruption or data loss from technical service providers or can result from cyber threats to Merit's systems. We continuously test our infrastructure and cybersecurity programs with a strong focus on minimizing risk and protecting data.

Compliance and Ethics

Merit is committed to a strong compliance and ethics culture. Responsible business practices are essential to fulfilling our mission of saving and improving lives.

Corruption and unethical conduct of any kind undermine our reputation and is contrary to our values for long-term success. We demonstrate this advocacy by maintaining, monitoring, and enforcing ethical and responsible policies through all levels of the organization.

Written Standards of Conduct

We hold ourselves accountable to high standards of honesty, fairness, and integrity. Company compliance and anti-corruption policies are designed to ensure that interaction with healthcare professionals and healthcare 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, including the US Anti-Kickback Statute, the False Claims Act, the Foreign Corrupt Practices Act, export and import regulations, advertising and promotion laws, and applicable Sunshine/Transparency laws.

We commit to interacting and communicating responsibly, and in compliance with local regulations, with healthcare professionals (HCPs), customers, and patients about our products and services. Where required, we report payments and other transfers of value made to HCPs to relevant government organizations. HCP interactions are regularly monitored and audited, as determined on a risk basis.

These control systems are overseen by Merit's Chief Compliance Officer, who reports regularly to an established Compliance Committee and the Merit Board of Directors. Many of our compliance and ethics policies can be accessed at merit.com.

Process for Reporting Concerns

We promote and enforce a compliance program throughout the organization. Our program emphasizes employees' and external stakeholders' responsibility to report concerns or noncompliance. We have defined avenues and processes for asking questions and reporting suspected or actual violations of our code of conduct, policies, or procedures. Our ethics hotline, a third-party administered system, is publicized for confidential and optional anonymous reporting of potential or actual misconduct without fear of retaliation. All hotline reports are accessible to Merit's Chief Compliance Officer, Chief Legal Officer, and the Audit Committee Chair (except where otherwise restricted due to a conflict of interest). The Chief Compliance Officer is responsible for notifying appropriate parties of received cases and assigning the cases to those in Compliance, Human Resources, and Legal (or outside counsel, as needed), who will investigate and determine necessary actions. At least quarterly, the Audit Committee is notified of the status of all new cases as well as any recent actions taken.

Training and Communications

We administer role-dependent, compliance-related training courses for appropriate employees. All officers, directors, employees, and qualifying contractors complete code of conduct and other training upon hire and once annually as a refresher. During 2025, Merit achieved a 95% completion rate for our Code of Conduct training globally.

Other compliance training courses include healthcare compliance, US Advertising and Promotion, Sunshine reporting, Reimbursement, Advertising and Promotion, and other healthcare laws. These courses are delivered online for commercial employees (sales and marketing) who have a dedicated role that includes interactions with HCPs. Outside the United States, Merit provides anti-corruption training to distributors in their native languages.

Auditing and Monitoring

Together with our ERM team and our Internal Audit team, Merit evaluates, monitors, and audits business compliance on an ongoing basis. In addition, our regional compliance committees evaluate compliance risks and actively monitor mitigation steps. We report findings to top leaders, local management, and the Board of Directors.

We continue to make progress on compliance, adopting and modifying our policies as our business needs and the regulatory climate changes. We have also adopted new monitoring processes in the United States and other parts of the world to ensure we are in a better position to detect and deter potential policy violations.

Affordability and Pricing

Our products are sold to both direct and indirect customers within several global marketplaces. Merit's pricing-change cadence is consistent with the US Federal Medical Device Price Index. The application of this cadence is dependent upon the terms of the legal framework of our pricing agreements. Merit customers receive written notification of pricing changes and a corresponding list of updated pricing by product.

Supply Chain Management

Merit maintains long-term, trusting relationships with suppliers who have strong reputations, ethics, and reliable business practices.

We have more than 1,034 direct suppliers, with the top 78 suppliers representing more than 65 percent of our annual spend. Our suppliers span the globe; however, 49 percent are located within the continental United States. We track minority designations within our supply chain. During 2025, 11 percent of purchases were made with suppliers who hold one or more diversity designations, such as small business, woman owned, minority owned, etc.

Risk assessments consider countries of origin, annual spend, and the terms of the relationship with Merit as a company. We recognize that a small portion of suppliers (less than 10 percent) provide products containing gold, tin, tungsten, and tantalum. Merit complies with the US Securities and Exchange Commission (SEC) requirement to submit a Conflict Minerals Reporting Template (CMRT) annually.

Our procurement strategy focuses on long-term supplier relationships, analytics, and risk management. Supplier choice reflects purchasing scale, product quality, and supply chain risk mitigation.

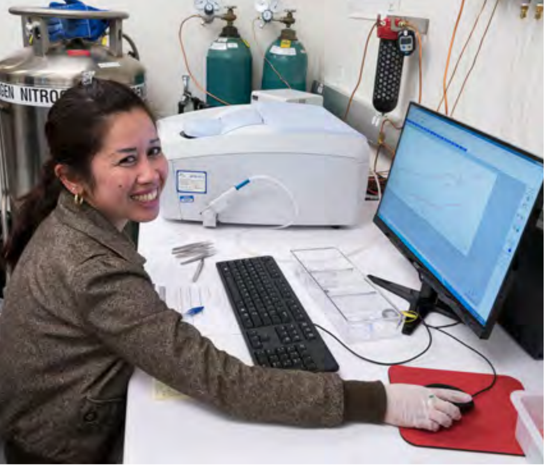
When considering new and existing suppliers, our focus has historically prioritized quality above all else, with audits and testing of parts and products key to our approach. However, we are aware of the need for greater consideration of environmental and social factors throughout our supply chain. We are partnering with EcoVadis, a leader in guiding global supply chains toward social and environmental sustainability, to design and implement a new platform.

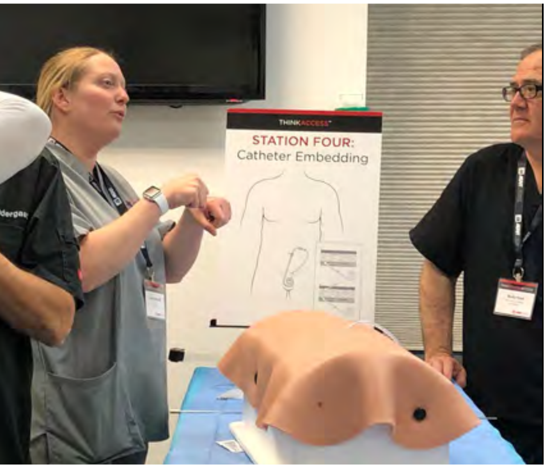
Through this system, we can connect with suppliers to gain transparency into their social and environmental metrics and make decisions about new suppliers. With this partnership, we aim to gain more momentum in driving our value system throughout our supply chain.

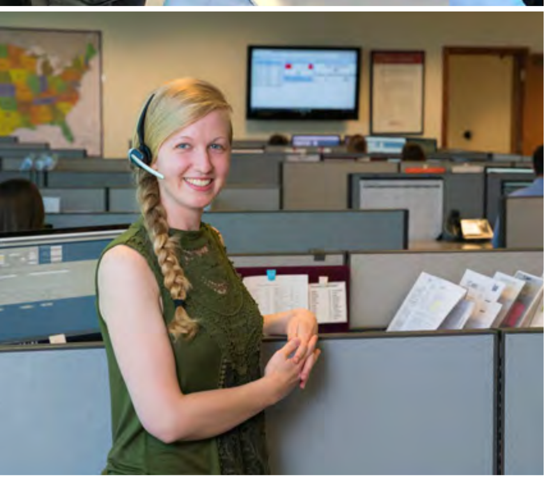
We monitor risks to our supply chain and maintain redundancies, including but not limited to:

- Finished goods are supported regionally with two to seven weeks of inventory on hand;
- Critical services and materials are dual sourced where possible and reasonable; and
- Supplies of critical raw materials and components are evaluated, with safety stocks maintained based on risk.

Learn more about Merit's Compliance Policies







Modern slavery and conflict minerals are both risks we take seriously across our supply chain. We have identified and considered our exposure on an ongoing basis, as reported in our Conflict Minerals Policy and Report and Human Rights and Labor Standards Policy.

Quality Assurance

Merit is committed to delivering excellence across all aspects of business. Patient care and providing high-quality, innovative products that are safe and effective are our primary goals. Quality is also important in turnaround time on shipping and deliveries and in our clinician-training programs.

Our commitment to quality begins with our Quality Policy, as developed by a cross-functional senior leadership team led by our Chief Executive Officer. 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. Employees are introduced to this policy at the time of hire and during annual training.

The Quality Policy is supported by a Quality Management System (QMS), designed to deliver innovative products and services throughout all stages of a product's lifecycle. We have an independent Quality Assurance function that establishes, monitors, and maintains the QMS, including a designated quality leader at each manufacturing, design, and distribution center.

In 2024, we began implementing a state-of-the-art electronic Quality Management System (eQMS) MasterControl. The system modules for issue/Corrective and Preventative Action (CAPA) and internal and external audits—including customer and supplier audits—are operational. We are in the process of implementing additional modules as well as document control and change management, deviations, training, product nonconformance, and management of change, with full implementation targeted by mid-2027.

The eQMS supports our sustainability goals by eliminating manual, paper-based processes and enabling a centralized, workflow-driven, and easily accessible repository for critical quality data. Additional advantages of the eQMS are improved data integrity and traceability, enhanced real-time visibility into quality metrics, streamlined regulatory compliance, increased process standardization, and faster decision-making through automated workflows and reporting. Furthermore, it strengthens audit readiness, improves cross-site collaboration, and reduces the risk of errors associated with manual handling.

Quality Management Team

Our independent Quality Assurance function establishes, monitors, and maintains the QMS. The Merit Sr. Vice President of Global Quality Assurance also serves as the Global Quality System Management Representative (GQSMR). The GQSMR has the authority/responsibility to:

- Establish, implement, and maintain processes needed to ensure the QMS is compliant with current global regulatory requirements;
- Monitor and report on the performance of the QMS and identify any need for improvement to executive management and annually to the Finance and Operating Committee of the Board of Directors;
- 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.

Quality Compliance

Merit's QMS is designed to align closely with the requirements of ISO 13485:2016 for medical device operations and ISO 9001:2015 for general manufacturing operations, at a minimum. International regulatory and customer-specific requirements are integrated into the system as needed.

Merit manufacturing sites maintain certification to ISO 13485:2016 and comply with regulatory requirements across five countries: the United States, Canada, Brazil, Japan, and Australia. To enhance audit efficiency and sustainability, these certified sites participate in the Medical Device Single Audit Program (MDSAP), demonstrating compliance with multiple regulatory frameworks through a single-audit approach. This participation helps reduce regulatory risk and reinforces confidence among global health authorities.

We welcome external and internal reviews and assessments of our QMS to identify opportunities to improve. External reviewers include both regulatory agencies and customers. The assigned QMS representative at each manufacturing facility, design center, and distribution site is also responsible for developing an annual internal audit schedule and coordinating its completion with suitably trained audit team members.

When opportunities for improvement are identified and deemed appropriate, corrective and preventive actions are taken locally and globally.

We engage with various advocacy and trade association network groups (e.g., AdvaMed and MDMA) around the world. These groups encourage knowledge sharing with industry peers, regulatory bodies, and learning institutions with respect to regulatory expectations and implementation. By incorporating state-of-the-art practices and applying new regulations, we work toward the betterment of patients and the environment.

In support of sustainability, last year we globalized and harmonized key quality processes across the organization. This included standardizing the Quality Manual, management review processes, internal and external audits, supplier quality management, issue management, and CAPA processes. By aligning these systems globally, we improved operational efficiency, reduced duplication of effort, and enabled a more sustainable and consistent approach to quality management.

As an ISO 13485-certified organization, we apply a risk-based approach to all aspects of device design, manufacturing, and distribution to drive consistent, data-driven decision making across all quality processes.

In 2025, we enrolled our most significant manufacturing sites in the FDA's Voluntary Improvement Program (VIP). Participation in this program is only allowed for those medical device manufacturers in good standing with FDA. Benefits realized by this program include forgoing PMA and routine FDA inspections, reduced regulatory submission timeliness, and reduced timeliness for manufacturing location registrations.

Product Safety

To create high-quality products that are safe and effective, we begin with a robust design-control process that establishes performance, safety, and user requirements (input) that then transition into a physical design (output) to achieve intended use. Merit's design control and product lifecycle management processes go through an extensive risk management process, as defined by ISO 14971 (Medical Devices—Application of Risk Management to Medical Devices).

Design input, output, and risk controls are verified to ensure we produce safe and effective medical device products that meet our users' needs. Product use and performance are validated through a simulated or actual clinical environment by trained clinical professionals or application experts. Once all verification and validation processes are complete, products enter production, where all risk controls are properly implemented to create safe and effective medical devices.

We are committed to improving products by reducing residual risks based on internal and external vigilance to ensure our devices meet or exceed the commercial state of the art.

Proactive Feedback

The expectation within the medical device industry is that manufacturers will develop a comprehensive system for continuously collecting, evaluating, and acting upon post-market data related to the performance and safety of all marketed devices. Information gained from this feedback allows our product support teams to assess the safety and performance of Merit devices, so we can deliver safe and effective products to communities across the world.

Once commercialized, product performance characteristics are monitored through post-market surveillance (PMS). The European Union Medical Device Regulation (EU MDR) requires a PMS plan for each device. The US Food and Drug Administration (FDA) has similar current Good Manufacturing Practice (cGMP) expectations. Merit complies with these requirements by collecting data through proactive post-market surveillance (PPMS)

Number of Audits in 2025

29
regulatory audits

29
customer audits

151
internal audits

activities and post-market clinical follow-up (PMCF) activities. Using this model, Merit has implemented a global harmonized PMS system that assesses device safety and performance across all regions where Merit devices are marketed.

The primary component of the PMS system consists of a PMCF program that offers healthcare partners the opportunity to anonymously provide clinical performance feedback on Merit devices. Participants in this program are qualified in the clinical field and applicable to each device by a third-party program management organization. Practitioners provide anonymous feedback, relating their experiences with device safety and performance for those devices classified as IIa, IIb, and III (EU MDR). The data collections are designed to focus on clinical performance (outcomes), new and emerging risks, potential off-label use as well as customer needs, expectations, understandings, and product improvement.

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 or equivalent products available
- Product safety and performance as a measure of the volume of product sold
- Comparison of clinical research or clinical literature pertinent to Merit products or equivalent products on the market

Reactive performance metrics:

- 0 Class I recalls
- 125 products listed in the FDA's MedWatch database
- 0 FDA enforcement actions

These activities monitor the totality of the risks presented through typical use of a device (i.e., product risk profile) to ensure that the profile is not increasing over time. If safety or performance signals are detected through the PMS system that indicate an increased risk, 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 performance and safety throughout the product lifecycle.

Delivery Performance

In addition to product performance metrics, delivery performance is also assessed by measuring delivery times, accuracy, and complaints.

We have consistently exceeded our goal of delivering products to the direct market within three days or less of order placement, 92% of the time during 2025. In addition, approximately 97% of orders were delivered correctly the first time.

Supplier Quality Management

Our global procurement team manages our annual direct purchases (i.e., items/services that may directly affect product quality). These direct suppliers share our responsibility for delivering high-quality, innovative products that are safe and effective.

Our purchasing and supplier management processes are defined by documented procedures that are compliant with ISO 13485 (Medical Devices—Quality Management Systems). The Quality department ensures that all purchased products and services meet specified requirements. Supplier selection, qualification, and monitoring are dependent upon the product or service type and quality impact and are proportionate to the level of risk associated with the device (e.g., applicable regulatory requirements, design input/output, supplier performance, current/previous relationships, Merit requirements, etc.). Suppliers are 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.

Sterility Assurance

Our medical devices are terminally sterilized, utilizing several process modalities, including ethylene oxide, radiation, and moist heat. Each of these sterilization modalities complies with the requirements set forth within the following respective international standards.

ISO 11135: Sterilization of health care products. Ethylene oxide—Requirements for the development, validation, and routine control of a sterilization process for medical devices. The effectiveness of our validated ethylene oxide sterilization process is monitored for each sterilized load utilizing biological indicators in accordance with ISO 11138 (Sterilization of health care products—Biological Indicators for ethylene oxide sterilization processes).

ISO 11137: Sterilization of health care products. Radiation—Requirements for the development, validation, and routine control of a sterilization process for medical devices.

ISO 17665: Sterilization of health care products. Moist Heat—Requirements for the development, validation, and routine control of a sterilization process for medical devices.

Specific to ethylene oxide sterilization:

In April 2023, the US Environmental Protection Agency (EPA) proposed regulations to address the health and safety concerns associated with ethylene oxide emissions. One of the proposed regulations imposed a limit on the concentration of ethylene oxide permitted within a sterilization cycle. We engaged with our ethylene oxide sterilization providers to strategize and plan for compliance to the proposed regulations. In March 2024, the EPA released the final rule on ethylene oxide emissions with the proposed maximum ethylene oxide concentration limit removed. Although the ethylene oxide concentration of our sterilization cycles is not limited, we, in partnership with our sterilizers, are optimizing our ethylene oxide sterilization cycles, resulting in a reduced amount of ethylene oxide required to sterilize our products.

Reactive Performance Metrics

0

Class I recalls

125

products listed in the FDA's MedWatch database

0

FDA enforcement actions

Between 2024 and 2025, we initiated development activities for a Universal Ethylene Oxide Sterilization Cycle. This cycle is designed to deliver an appropriate level of lethality, as demonstrated through comparative resistance studies, across all Merit ethylene oxide sterilization processes operating at concentrations lower than those currently validated. Implementation of the Universal Cycle results in an approximate 30% reduction in ethylene oxide gas concentration relative to legacy sterilization cycles. The Universal Cycle was successfully validated and implemented in one of our ethylene oxide sterilizers in 2025. We are pursuing further implementations across our sterilizers throughout 2026 and 2027.

Our sterile barrier packages are designed and qualified to prevent contamination and tampering. These packages adhere to the strict requirements set forth in ISO 11607 (Packaging for Terminally Sterilized Medical Devices). Our Quality department ensures all packaging materials and finished goods packages meet specifications.

Our manufacturing environments are classified, validated, and monitored in accordance with ISO 14644 (Cleanrooms and Associated Controlled Environments). Our Quality department ensures that effective environmental controls are implemented and maintained throughout our manufacturing space.

2025 Direct Suppliers in Numbers

1,030 DIRECT SUPPLIERS

42 COUNTRIES

99% 2025 FIRST-PASS QUALITY ASSURANCE (INCOMING QUALITY INSPECTION)

42 2025 SUPPLIER AUDITS

92 2025 SUPPLIER CORRECTIVE ACTION REQUESTS (SCARs)

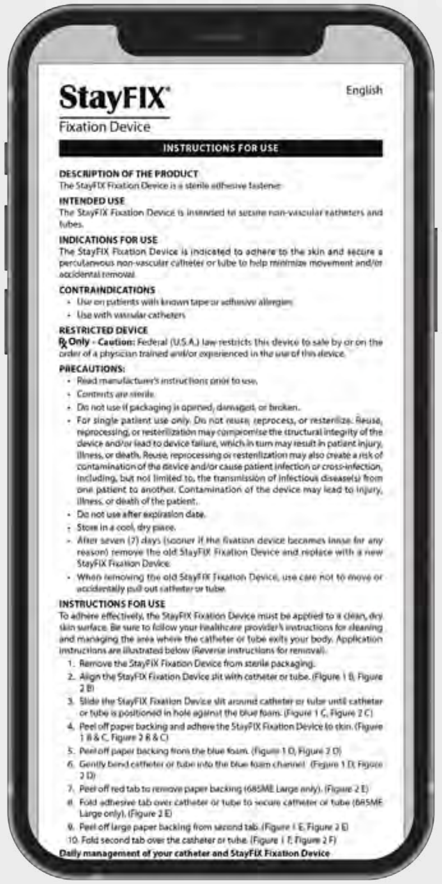
Electronic Instructions for Use (eIFU)

Instructions for Use (IFU) are critical risk-control documents and must be developed using a structured, systematic approach to ensure safe and effective medical device use, particularly as device complexity increases (MDCG, 2024).

On July 26, 2025, the European Union introduced further regulatory flexibility by expanding the permitted use of electronic Instructions for Use (eIFU). This measure authorizes eIFUs for all professional-use medical devices, including devices under MDR transitional provisions and selected Annex XVI products. The regulation requires secure hosting of all IFU versions, including superseded versions, and registration of the eIFU-access URL in EUDAMED within the UDI database, where applicable (European Commission, n.d.; MDCG, 2024).

Drivers for Transition to eIFUs

- Regulatory enablement: Expanded EU provisions support broader adoption of eIFUs and simplify IFU lifecycle management (European Commission, n.d.; MDCG, 2024).
- Operational efficiency: Elimination of printing and distribution reduces costs and enables rapid implementation of IFU updates (MDCG, 2024).
- Traceability and compliance: Digital version control enhances audit readiness and quality system oversight (MDCG, 2024).
- Improved usability: Electronic access and search functionality facilitate multilingual use and improve healthcare professional usability (MDCG, 2024).
- Waste reduction: Removal of multi-language paper booklets significantly decreases paper consumption and associated chemical use.
- Logistics and carbon footprint: Reduced packaging mass and volume improve transport efficiency and lower emissions per shipped unit.
- Resource efficiency: Digital IFUs eliminate the need for physical storage and disposal of obsolete paper documentation.
- Lifecycle sustainability: Real-time updates prevent scrapping of compliant product stock due to IFU changes.
- Alignment with EU digital strategy: Integration with EUDAMED and UDI supports EU-wide digitalization objectives (European Commission, n.d.; MDCG, 2024).



Awards and Recognition

True success happens when we challenge ourselves to grow and improve. We are proud to announce the following Merit achievements, recognized by notable organizations. Each award demonstrates the momentum of our mission to improve the lives of people, families, and communities throughout the globe.

Newsweek: America's Most Responsible Companies 2026

In late 2025, we were recognized by Newsweek as one of America's Most Responsible Companies for 2026. Our actions to uphold social responsibility and our commitment to our stakeholders are foundational for this award, and we are honored to be among other responsible organizations listed.

2026 Gallup Exceptional Workplace Award (GEWA)

This honor recognizes our company's commitment to creating an exceptional workplace culture. We have intentionally developed an environment where employees feel valued, heard, and empowered to perform. Our excellence in employee engagement and strengths-based development has included us alongside other great organizations that invest in managers, build trust at every level, and align employees' strengths with business needs.

Newsweek: America's Greatest Companies 2025

We were proudly listed as one of Newsweek's America's Greatest Companies, an award that places us among the top 650 companies in the nation that operate at the highest caliber when it comes to business performance. In deciding, Newsweek considered the following key categories: stock and financial performance, American workforce performance, and innovation and sustainability performance.

Newsweek: World's Greenest Companies 2025

We are committed to mitigating our climate impact by stepping up and finding ways to reduce our environmental footprint. Because of this, we were recognized in 2025 as one of the World's Greenest Companies.

2025 Top Employer Award: Merit China

For the fourth year in a row, Merit is the proud recipient of the China Top Employer Award. This recognition highlights our commitment to exceptional Human Resources policies and practices, making sure all employees are valued and encouraged to reach their full potential.

Report Parameters

This report was prepared using Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and Task Force on Climate-Related Financial Disclosures (TCFD) standards, which are disclosed and referenced within the report and the GRI, SASB, and TCFD indices. We have followed GRI, SASB, and TCFD standards where indicated. We report our sustainability performance on an annual basis. Except where stated otherwise, this report includes data from dates January 1–December 31, 2025.

For this 2025 sustainability report, we considered input from third-party inquiries we made, external ratings, and general indices. The metrics and data provided in this report reflect input from Merit-owned and/or controlled sites as well as third-party suppliers who have an approved business relationship. The report includes data from Merit enterprises where we have operational control. The data reported were obtained primarily from our financial management reporting systems, various human resources information systems, and the Merit corporate reporting systems for sustainability-reporting indicators.

We are confident in the overall reliability of the data reported, but we 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 calculated and may be revised for all years in the annual sustainability report. 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 with any questions or comments about these changes

Notes:

Environmental data are based on Merit-owned and/or controlled operating locations. This includes manufacturing and distribution/sales locations.

Intensity is measured as a given metric divided by the total yearly net revenue dollars earned.

This report contains forward-looking statements that receive safe harbor protection under federal securities laws. Although we believe these forward-looking statements are based upon reasonable assumptions, they are subject to risks and uncertainties. The realization of any of these risks or uncertainties, as well as extraordinary events or transactions impacting our company, could cause actual results to differ materially from the expectations and projections expressed or implied by our forward-looking statements. Any forward-looking statements represent our views only as of the date of this report, and should not be relied upon as representing our views as of any other date. We specifically disclaim any obligation to update such statements, except as required by applicable law. For a discussion of factors that could cause actual results to differ from these forward-looking statements, please also refer to our most recent filings with the SEC, which are available on our website.

GRI Index

GRI Standard	Disclosure	Location
General Disclosures		
2-1	Organizational details	Annual Report (10K), Item 1. Business, p. 3
2-2	Entities included in the organization's sustainability reporting	2025 Sustainability Report, Report Parameters, p. 43
2-4	Restatements of information	During 2025, we recalculated our 2020 baseline year to account for recent acquisitions and to better align with the Greenhouse Gas (GHG) Protocol on historical data. This rebaselining event altered historical numbers for 2020 and 2024. Years between 2020 and 2024 were not adjusted. The restatement of our historical data had no affect on our carbon-reduction targets.
2-7	Employees	Annual Report (10K), Our People, p. 17
2-9	Governance structure and composition	2025 Sustainability Report, Board of Directors, p. 13 2026 Proxy, p. 13
2-10	Nomination and selection of the highest governance body	2026 Proxy, p. 7
2-11	Chair of the highest governance body	2025 Sustainability Report, Board of Directors, p. 13 2026 Proxy, p. 10
2-12	Role of the highest governance body in overseeing the management of impacts	2025 Sustainability Report, Board of Directors, p. 13
2-13	Delegation of responsibility for managing impacts	2025 Sustainability Report, Enterprise Risk Management, p. 33 Annual Report (10K), p. 35
2-26	Mechanisms for seeking advice and raising concerns	Merit Alert Line
GRI 201: Economic Performance		
201-2	Financial implications and other risks and opportunities due to climate change	2025 Sustainability Report, Climate Overview, p. 18
GRI 305: Emissions		
305-1	Direct (scope 1) GHG emissions	2025 Sustainability Report, Environmental Overview, p. 17
305-2	Energy indirect (scope 2) GHG emissions	2025 Sustainability Report, Environmental Overview, p. 17
305-4	GHG-emissions intensity	2025 Sustainability Report, Environmental Overview, p. 17
305-5	Reduction of GHG emissions	2025 Sustainability Report, Environmental Overview, p. 17

GRI Standard	Disclosure	Location
GRI 302: Energy		
302-1	Energy consumption within the organization	2025 Sustainability Report, Environmental Overview, p. 17
302-3	Energy intensity	2025 Sustainability Report, Environmental Overview, p. 17
302-4	Reduction of energy consumption	2025 Sustainability Report, Environmental Overview, p. 17
GRI 303: Water and Effluents		
303-3	Water withdrawal	2025 Sustainability Report, Environmental Overview, p. 18
GRI 306: Waste		
306-3	Waste generated	2025 Sustainability Report, Environmental Overview, p. 18
306-4	Waste diverted from disposal	2025 Sustainability Report, Environmental Overview, p. 18
306-5	Waste directed to disposal	2025 Sustainability Report, Environmental Overview, p. 18
GRI 401: Occupational Health and Safety (OHS)		
403-1	OHS management system	2025 Sustainability Report, Health and Safety, p. 28
403-2	Hazard identification, risk assessment, and incident investigation	2025 Sustainability Report, Health and Safety, p. 28
403-3	Occupational health services	2025 Sustainability Report, Health and Safety, p. 28
403-4	Worker participation, consultation, and communication on OHS	2025 Sustainability Report, Health and Safety, p. 28
403-5	Worker training on OHS	2025 Sustainability Report, Health and Safety, p. 28
403-6	Promotion of worker health	2025 Sustainability Report, Well-Being, p. 29
403-8	Workers covered by an OHS management system	2025 Sustainability Report, ISO-Certified Management Systems for Environmental and Occupational Health and Safety, p. 27
GRI 416: Customer Health and Safety		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2025 Sustainability Report, Quality Assurance—Reactive Feedback, p. 38
GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	2025 Sustainability Report, Our People, p. 30
405-2	Ratio of basic salary and remuneration of women to men	Merit Medical Ireland—Gender Pay Gap Report 2025
GRI 413: Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	2025 Sustainability Report, Philanthropy, p. 32

GRI Standard	Disclosure	Location
GRI 205: Anti-Corruption Behavior		
205-1	Operations assessed for risks related to corruption	Global Anti-Corruption Policy
205-2	Communication and training about anti-corruption policies and procedures	2025 Sustainability Report, Compliance and Ethics, p. 34
GRI 206: Anti-Competitive Behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Annual Report (10K), p. 36 "Legal Proceedings" with reference to Note 10 "Commitments and Contingencies" to consolidated financial statements in Item 8 of the report.

SASB Index

Topic	SASB Code	Metric	Disclosure/Explanation
Affordability and Pricing	HC-MS-240a.1	Ratio of weighted average rate of net price increases (for all products) to the annual increase in the US Consumer Price Index	Not disclosed at this time.
	HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents	Merit's pricing change cadence in totality is consistent with the US Federal Medical Device Price Index. The application of this price change cadence is dependent upon the terms of the legal framework of the pricing agreements we are engaged in. Regardless of the cadence, upon pricing changes, Merit customers receive written notification of pricing changes and a corresponding list of updated pricing by product. For more information, see Affordability and Pricing on p. 38.
Product Safety	HC-MS-250a.1	Number of recalls issued, total units recalled	Zero Class I recalls. For more information, see Quality Assurance on p. 38 and the FDA Medical Device Recall database.
	HC-MS-250a.2	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	One hundred twenty-five products listed (2015–2024). For more information, see Quality Assurance on p. 38 and FDA MedWatch database.
	HC-MS-250a.3	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	Zero fatalities in FDA MAUDE database, but none attributed to failure of products. For more information, see FDA MAUDE database.
	HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of cGMP, by type	Zero FDA enforcement actions. For more information, see Quality Assurance on p. 38.
Ethical Marketing	HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Material legal proceedings will be reported in Exchange Act filings.
	HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	Merit's employees are committed to never promoting off-label or unapproved uses of products. For more information, see p. 17 of Merit's Code of Conduct and Ethics.

Topic	SASB Code	Metric	Disclosure/Explanation
Product Design and Lifecycle Management	HC-MS-410a.1	Discussion of processes to assess and manage environmental and human health considerations associated with chemicals in products and meet demand for sustainable products	Merit is reviewing materials used in our devices to find eco-friendly alternatives and improve recyclability. Merit has also embarked on a multi-year project to reduce unnecessary product packaging. For more information, see Product Lifecycle and Packaging on p. 26. Merit is focused on recycling throughout our global manufacturing facilities and employs the Merit Smart Shipping program to reduce shipping materials used. For more information, see Recycling on p. 18.
	HC-MS-410a.2	Total amount of products accepted for takeback and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	Due to patient safety concerns, Merit does not currently accept products for takeback.
Supply Chain Management	HC-MS-430a.1	Percentage of (1) entity's facilities and (2) Tier-I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	Responsibilities and methods for the purchasing process are defined and controlled by documented procedures. Suppliers are assessed and approved prior to use and are subject to ongoing monitoring of performance throughout the commercial arrangement. In 2025, Merit conducted twenty-nine supplier audits. See Supply Chain Management on p. 35 and Supplier Quality Management on p. 39 for more details.
	HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	Supplier selection and the degree of control exercised are dependent upon the product/service type and quality impact and are proportionate to the level of risk associated with the device, compliance with 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. See Supplier Quality Management on p. 39 for more details.
	HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	Merit manages the risks associated with the use of critical materials through a number of mechanisms, including but not limited to, finished goods supported regionally with two to seven weeks of inventory on hand; critical services and materials are dual sourced where possible and reasonable; supplies of critical raw materials and components are evaluated; and safety stocks are maintained based on risk. In addition, Merit focuses on Modern Slavery and Conflict Minerals risks across our supply chain, having identified and considered our exposure on an ongoing basis as reported in our Conflict Minerals Policy and Report and Modern Slavery Statement. For more information, see Supply Chain Management on p. 35.

Topic	SASB Code	Metric	Disclosure/Explanation
Business Ethics	HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Material legal proceedings will be reported in Exchange Act filings.
	HC-MS-510a.2	Description of code of ethics governing interactions with healthcare professionals	Sales contractors meeting the 160 hours/year threshold and employees of the Sales and Marketing department, Regulatory Affairs, Medical Affairs, commercial sales attorneys in the Legal department, Accounts Payable department, Customer Service, members of Merit's Grants Committee, and those R&D employees who interact with healthcare professionals complete training courses, including but not limited to, healthcare compliance, US Advertising and Promotion, US Sunshine Act, Reimbursement Guidance, FDA requirements, Clinical Conduct, and other healthcare laws. For more information, see Compliance and Ethics on p. 34 and Merit's Compliance website.

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