

2024
Corporate
Responsibility
Report





At Silk Road Medical, everything we do is guided by our North Star – achieving the best possible patient outcomes. As the only at-scale company devoted to addressing one of the leading causes of ischemic stroke, we work daily to improve the lives of patients with carotid artery disease. Our team is singularly focused on achieving this through product innovation, clinical research, physician training, and customer support.

Delivering against this goal is a collective effort, and Silk Road Medical has built an incredible team who are passionate about patient experience and outcomes. We are obsessed with quality and are powered by the SRM Cartwheel Culture – our shared set of beliefs that drive our everyday behaviors. In addition, our employees are enthusiastic supporters of Silk Road Medical’s efforts to be a socially responsible organization and drive a positive impact throughout our community.

As we continue to follow our North Star, we also continue to run our business in an ethical and compliant way. Our environmental, social, and governance efforts are an important part of this work, therefore, I am pleased to provide the following report with details of our progress in these areas.

A handwritten signature in black ink, appearing to read 'Chas McKhann'. The signature is fluid and cursive, with a long horizontal stroke at the end.

Chas McKhann
Chief Executive Officer

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> Company Overview

We are a medical device company focused on reducing the risk of stroke and its devastating impact. We believe a key to stroke prevention is minimally invasive and technologically advanced intervention to safely and effectively treat carotid artery disease, one of the leading causes of stroke. Our business is focused on a relatively new approach for the treatment of carotid artery disease called transcarotid artery revascularization, or TCAR, which we seek to establish as the standard of care.

TCAR relies on two novel concepts – minimally-invasive direct carotid access in the neck and high-rate blood flow reversal during the procedure to protect the brain – and combines the benefits of innovative endovascular techniques with fundamental surgical principles. TCAR using our portfolio of products has been clinically demonstrated to reduce the upfront morbidity and mortality risks commonly associated with carotid endarterectomy while maintaining a reduction in long-term stroke risk. As of December 31, 2023, more than 85,000 TCAR procedures have been performed globally, including more than 25,000 in the United States during 2023.



As a company, we work tirelessly to serve patients and support the health care professionals using our products. We combine a deep commitment to quality and safety, world-class physician training, outstanding clinical results, significant investment in research and development, and a strong team of talented and dedicated employees to make a difference in the lives of individuals at risk for stroke. Our employees are guided by our North Star, working together to provide our products and physician support to achieve the best possible patient outcomes with a dedicated focus on patient safety.

Our work on environmental, social, and governance (ESG) matters spans many facets of our organization, ranging from clinical to manufacturing to compliance to human resources. The nominating and corporate governance committee of our board of directors provides oversight of ESG matters and significant issues of corporate public responsibility.



> About this Report

Our Corporate Responsibility Report represents the latest steps on our environmental, social, and governance journey and our commitment to transparency around these important topics.

The topics we cover in this Corporate Responsibility report are generally aligned with the material topics identified by the Sustainability Accounting Standards Board (SASB) for the Medical Equipment and Supplies industry. However, Silk Road Medical is not a SASB reporting company. The determination of the topics covered below is based on two factors: (i) sector-specific guidance provided by SASB and (ii) periodic assessments of sustainability issues that matter most to our stakeholders and our business. We will continue to evaluate these topics in the future and, accordingly, our disclosure may evolve over time.



> Social Initiatives at Silk Road Medical

Through our corporate philanthropy program, Lend a Hand, Silk Road Medical is committed to supporting social causes and educational initiatives that help build stronger and healthier communities. We do this through monetary donations to national and local organizations aligned with our commitment to preventing stroke and providing quality health care to the community such as the Stroke Awareness Foundation and the American Heart Association. In addition, we provide scholarship funds to help traditionally underrepresented groups pursue education in science or engineering. In 2023, we provided financial support to the Society of Women Engineers and to local STEM programs in the communities in which we work.

Our employees are also dedicated to providing volunteer time and donations to local efforts that benefit the communities in which we work. The company has been involved in various projects



over the years, including holiday gift drives, school backpack drives, bike building for underprivileged children, Earth Day clean-ups, and handmaking blankets donated to a local rehabilitation and healthcare center near our Sunnyvale headquarters. In 2023, employees in our Sunnyvale and Plymouth locations teamed up to donate more than 185 backpacks filled with school supplies to organizations in our local communities, and our employees in the field joined in with back-to-school contributions to organizations where they live and work. On Earth Day, employees

in our Plymouth office braved the cold and damp for a park clean-up event, filling more than a dozen garbage bags with trash. We also sponsored a holiday food drive to provide meals to families with food needs in our communities and provided financial support to Meals on Wheels.

> Building and Supporting an Amazing Team

We understand the commitment our employees make to our company and we take our commitment to them very seriously. In 2024, we published our Human and Workplace Rights Policy describing our commitment to upholding human and workplace rights and opposing modern slavery and discrimination within our company and with our contracted suppliers.

Silk Road Medical strives to create a work environment in which everyone is empowered to develop, contribute, and thrive. We have been certified as a Great Place to Work® in 2021, 2022, and 2023. The Great Place to Work® certification is the only recognition based entirely on what employees report about their workplace experience. 97% of our employees said Silk Road Medical is a great place to work in our most recent survey, compared to 57% of employees at a typical U.S.-based company according to a Great Place To Work® 2021 Global Employee Engagement Study.

**97% OF ENGAGEMENT
SURVEY RESPONDENTS
SAID SILK ROAD MEDICAL
IS A GREAT PLACE TO
WORK**

In addition, in 2023, we were certified by Great Place To Work® as a Best Workplace in Manufacturing & Production, a Best Workplace for Millennials, a Best Workplace in the Bay Area, and a Best Workplace in BioPharma. We also made the inaugural list of America's Best Small Employers published by Forbes.

We take pride in our company culture to foster a sense of support and community among our employees.

Our workforce consists of a highly-skilled, diverse, and engaged team dedicated to the company's mission and goals. As of December 31, 2023, we had 474 active employees, all located within the United States, of whom 264 employees were engaged in sales, general and administrative activities, 95 were engaged in research and development activities, and 115 were engaged in manufacturing operations. During 2023, the number of employees increased by 60, or nearly 15%. None of our employees are represented by a labor union, and we have never experienced any employment-related work stoppages. We consider our relationship with our employees to be good.



As of December 31, 2023, 28% of our employees had been with Silk Road Medical for more than four years. While fluctuations may occur within our workforce from time to time, we track and attempt to manage our attrition rates and also analyze employee departure data so that we can continually improve upon our employee experience. During 2023, our employee turnover rate related to voluntary terminations was approximately 8%, which was 3% lower than in 2022.

Cartwheel Culture

We strongly believe our corporate culture is the operating system that powers the company. We talk about it, obsess over it, and have even given it a name – Cartwheel Culture.



Our Cartwheel Culture is uniquely ours and it's one we love and nurture every day. It provides a shared set of beliefs that drives everyday behaviors. These include:



Courage: We think big. We act boldly. We take on new challenges. We challenge ourselves and our colleagues to try new things that are difficult. We take smart risks. We explore new ideas and do things differently.



Focus on Core Strength: We unleash our strengths and shore up weaknesses in our company, in every department and in each member of TCAR Nation.



Flexibility: We view opportunities and challenges from all angles...even upside down. We explore all possibilities and are both willing and able to respond to changing circumstances and expectations. We make it a priority to listen and understand other people's ideas and viewpoints.



Lend a Hand: We actively support each other to achieve our common goal. Teamwork Matters.



Persistence: We believe that innovation comes from persistence and learning from our mistakes. We are persistent in the pursuit of our goals and believe that it's better to try and sometimes fail than to sit tight and fail for sure. We learn from the mistakes we make and move forward.

We monitor employee satisfaction and engagement in our day-to-day interactions with our team and conduct an annual engagement survey. Results of the engagement survey are measured and analyzed to enhance the employee experience, promote employee retention, drive change, and leverage the overall success of our organization. In 2023, approximately 82% of employees responded to our engagement survey, with 97% of respondents agreeing that Silk Road Medical is a great place to work.

Commitment to Diversity and Inclusion

We strive to create an inclusive work environment that represents the diversity in the communities in which we live and work. We welcome scientists, salespeople, medical technologists, assemblers, administrators, and all others who contribute to our success.



Our employees come from different backgrounds – different races and ethnic backgrounds, different religions, and different parts of the world. Some of us are married to someone of the opposite sex and some to the same sex; some are not married. Some of us are becoming parents for the first time and others are counting down the days to retirement. Some of us do cartwheels every day, and some need physical accommodation to best perform their role, but still do cartwheels in their heart.

We welcome all kinds of people who want to be part of our amazing journey.

Silk Road Medical has an active Diversity, Equity, and Inclusion (DEI) Council whose mission is to foster an environment that is inclusive and welcoming to all. The Council focused on inclusivity efforts in 2023. Talent acquisition has revised job descriptions and is sourcing candidates from broader applicant pools aimed at increasing applicant diversity, and we are asking diverse interview teams to participate in the interview and hiring process. From a marketing standpoint, the Council supported an audit of public-facing marketing and sales tools and many internal documents to ensure that the images used in those materials represent the diversity in our company and the communities in which we work. In addition, marketing materials and selected internal documents have been translated into multiple languages to meet the requests of multilingual physicians and patients. Finally, from an educational and awareness perspective, the Council supports baseline training on DEI that is provided to all employees, including offering training focused on unconscious bias. In addition, the Council is highlighting events of cultural significance to our workforce with company celebrations and acknowledgment on our social media channels.

As of December 31, 2023, Silk Road Medical had 474 active employees.

Women made up approximately 46% of our workforce, including 38% of our executive leaders and 48% of our total corporate leaders.

People of color made up approximately 44% of our workforce, including 21% of our executive leaders and 27% of our total corporate leaders.

SILK ROAD MEDICAL CORPORATE LEADERS

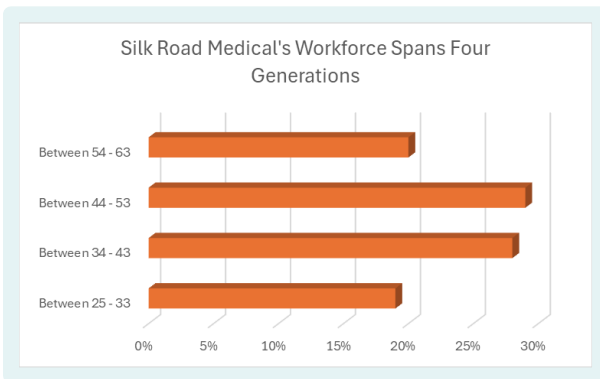
38% of executive leaders
and **48%** of corporate
leaders at Silk Road
Medical are women.

21% of executive leaders
and **27%** of corporate
leaders at Silk Road
Medical are people
of color.

Our workforce spans four generations. Approximately 19% of our workforce is between the ages of 25-33, 28% is between the ages of 34-43, 29% is between the ages of 44-53, and 20% is between the ages of 54-63, with the remainder either below age 25 or above age 63.

Our workforce is almost all directly employed. We do not rely on labor contractors and engage very few temporary employees. In 2021, contingent workers made up approximately 2.5% of our workforce. In 2022, that number fell to approximately 1.2% of our workforce, and it fell to less than 1% of our workforce in 2023.

We believe that it is important to have a balanced and diverse board of directors and we are committed to building and maintaining director diversity with members who bring a range of expertise, perspectives, experiences, and personal characteristics pertaining to age, race, gender and ethnicity. As of December 31, 2023, our board of directors, which consisted of eight members, included two female directors and two directors who self-identify as an underrepresented minority.



In addition, Silk Road Medical supports the educational development of college students through our summer internship program called Summer @ the Road and by partnering with organizations such as East Side Prep in East Palo Alto, California, and diversity groups at several universities. Interns typically fill roles in our Commercial Operations, Marketing, R&D, and Medical Affairs teams and contribute to the success of our organization while learning valuable skills to aid in their education and early career. In 2023, we had 13 interns with 77% being people of color and 67% of engineering interns

being women. Five interns accepted full-time jobs starting in 2024. For 2024, we will have 10 interns with 60% being people of color and 50% of engineering interns being women.

The Compensation Committee and Nominating and Corporate Governance Committee of our board of directors oversee our diversity and inclusion initiatives for employees and board members and report to our board of directors on their oversight, discussions, decisions and other actions with respect to these initiatives.

Commitment to a Workplace Free of Discrimination and Harassment

In addition to our focus on our Cartwheel Culture, we strive to create a workplace that is free of bias, prejudice, discrimination, and harassment. Our employment policies are designed to protect all employees and provide for their welfare and guide our behaviors and interactions.

Silk Road Medical does not discriminate on the basis of any protected class, including gender, race, disability, ethnicity, nationality, religion, sexual orientation, and gender identity or gender expression. We are also committed to maintaining a workplace free from harassment based on any protected characteristic.

We require any employee who believes they have been subjected to harassment or discrimination

to report the facts of the conduct immediately to their supervisor or Human Resources, or both. If, for any reason, employees do not feel comfortable discussing the matter with their supervisor, employees have access to multiple other avenues to make reports, including an Integrity Helpline through which employees may report issues online or by telephone and either choose to identify themselves or remain anonymous.

Commitment to Freedom of Association

We are committed to maintaining a work environment in which all individuals are treated with respect and dignity. Everyone has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits discriminatory practices.

Consistent with the company’s demonstrated commitment to providing a safe and empowering workplace environment where contributions are acknowledged and compensated fairly, we recognize our employees’ freedom of association. As is typical of companies in our industry and of our size, we do not have any unionized employees.

Commitment to Creating a Safe, Healthy, and Secure Work Environment

Safety is extremely important to Silk Road Medical and we are committed to providing a safe, healthy, and secure work environment for all employees and visitors. We have developed and implemented occupational health and safety policies that cover all of our facilities and operations. These include policies covering our Injury and Illness Prevention/Workplace Accident and Incident Reduction (AWAIR) Program, our Emergency Action Plan, our Ergonomic Program, our Exposure Control Plan, our Hazard Communication Program, our Hazardous Waste Management Program, and other specialized safety programs. In addition, any employee exposed to radiation while working in a hospital operating room is required to wear a dosimetry badge that monitors occupational radiation exposure to ensure compliance with annual limits.

We take systemic approaches to integrating safety and emergency preparedness into our day-to-day activities and we allot time for safety training. All employees are required to review and acknowledge our occupational health and safety policies at hire and annually after that. Our Employee Safety Committee reviews our safety performance monthly to discuss trends, risks, and opportunities for improvement. We have established an Employee Emergency Response Team comprised of volunteers trained in first aid, CPR, automated external defibrillator (AED) operation, and site-specific emergency procedures.

	2021	2022	2023
Total Recordable Incident Rate per 200,000 working hours	0	1.2	1.1
Workplace Fatalities	0	0	0

We are proud of our safety record. During 2023, our Total Recordable Incident Rate per 200,000 working hours for all operations was 1.1, which is below the average for the medical device manufacturing industry. We had no workplace fatalities.

Commitment to Competitive and Fair Compensation

Silk Road Medical places a focus on attracting and retaining talented and experienced individuals to manage and support our operations and believes that employees should be compensated fairly for their contributions to the company. We conduct annual compensation benchmarking on all positions throughout the company and we use external benchmarking surveys to guide our assessment of compensation competitiveness. Each position is evaluated based on the level of the role, the complexity of the position, and years of experience required. Our compensation program consists of three primary components: base salary, variable compensation plans (annual bonus targets for non-sales employees and commission plans for sales employees), and equity.

We also offer all eligible employees the option to participate in our Employee Stock Purchase Plan (ESPP). We believe our ESPP plan helps to build an ownership mindset amongst our participating employees. Under the ESPP, Participants may elect to have up to 10% of their

71% OF ELIGIBLE EMPLOYEES PARTICIPATE IN SILK ROAD MEDICAL'S EMPLOYEE STOCK PURCHASE PLAN

compensation set aside through payroll deductions to be used to purchase our common stock. Participants purchase stock in consecutive 6-month offering periods, with the purchase price set at a 15% discount to the lower of the market price at the beginning or end of the offering period. As of December 31, 2023, approximately 71% of eligible employees participated in the ESPP.

The Compensation Committee of our board of directors is responsible for compensation programs for our executive officers and reports to our board of directors on its discussions, decisions and other actions. Further information about our executive compensation programs can be found in our proxy statement.

Commitment to Learning and Development

Silk Road Medical believes that the professional development of our employees is a critical element to the success of our company.

Field Force Training

Silk Road Medical has an extensive training and development program in place for our salesforce. This includes a robust clinical training continuum for our therapy development specialists, area managers, and area directors. This continuum commences with a two-week home study and continues well beyond TCAR certification.

Upon completion of the home study, new field hires are required to attend basic therapy and product training, which is typically held at our Plymouth, Minnesota location. This is a five-day intensive clinical/practical application training. All attendees must achieve at least 90% on all exams in order to proceed to the next phase of training. The next phase includes eight weeks in the field observing and conducting all aspects of the procedure. Attendees are also required to participate in intermediate training which provides techniques on complication mitigation and includes intensive image training on our platform to support the creation of case plans for

healthcare providers.

Within their eight-week field time, new field hires also attend a preceptorship course where they will observe live TCAR cases.

As part of final certification, field team members are required to observe multiple cases and conduct 25 case leads in live TCAR cases. They then travel to the Plymouth facility where they instruct a faculty physician on a simulated case. This entire continuum contains >85 hours of lecture. The continuum also includes weekly calls and monthly clinical training programs to educate on best practices and forensics to keep their knowledge fresh and relevant.

After certification, the field team attends regular continued education courses on clinical topics.

As of December 31, 2023, there were 150 employees with full TCAR certification.

New Hire Training

Every employee goes through a New Hire Orientation Program which informs all employees about the company's Quality System, products, culture, and mission while also covering important policies, procedures, and corporate conduct guidelines. Retraining is conducted on the company's policies as they are updated, and refresher training is conducted periodically if no updates are made. Training on all applicable Quality System procedures is required for all company employees at the onset of their responsibilities to ensure the relevance and importance of their activities are understood. Retraining occurs as the respective procedures are updated.



Leadership Development and Strategic Training

Silk Road Medical is committed to providing meaningful learning and development programming to employees at all levels. We focus on leadership development, skill development, and preparing employees for advancement within our organization, including analyzing employee skills and experience on an individual level and providing tailored training to address individual needs.

We have thoughtfully sourced respected programming such as CliftonStrengths and Crucial Conversations for Mastering Dialogue to provide intrapersonal and personal development as well as Microsoft Office, Six Sigma Black and Green Belt, and classes on project management and critical thinking to support key professional skill sets.

We also develop our own programming and reference tools on a variety of professional and

leadership skills such as coaching, performance feedback, change management, and DEI-related subjects. In addition, we provide a quarterly educational series for leaders and another for all employees in which subject matter experts share relevant organizational topics. These sessions are intended to be informative yet informal with the goal of greater communication, collaboration, and learning.

Outside of formal classroom learning, we provide opportunities to learn about our business and ask questions directly from our senior-most leaders who make themselves available to meet with small groups of employees on a regular basis.

Development opportunities are scheduled and promoted to reach all employees with in-person classes at both of our physical sites and virtual class opportunities to serve the field-based employee population.



From a strategic training perspective, we conduct an assessment of our salesforce to identify individual strengths and weaknesses and tailor training programs to strengthen any areas of need in clinical and product knowledge, as well as therapy awareness and selling skills.

We also conduct organization-wide strategic needs assessments as part of our succession planning.

As we identify potential successors to key roles in our organization, we assess the skills and experience of those successors and offer individualized development planning to prepare the successors to take on new roles.

Commitment to Workplace Flexibility

Silk Road Medical is committed to providing workplace flexibility while maintaining the performance standards, collaboration, networking, and professional relationships that are needed in a high-performing organization.

We offer three types of work arrangements for our employees: Office, Hybrid, and Field. With some exceptions (such as for employees in manufacturing positions), employees in Office positions may telecommute at least two days per week, with additional telecommuting flexibility available to employees in Hybrid and Field positions.

Silk Road Medical typically posts full-time positions, but we work with employees who are interested in reducing their roles to part-time positions and have accommodated those requests where business needs permit.

In addition, we offer a flexible time away policy for employees in exempt positions to allow employees to set their own schedules for performing their job duties while taking the time they need to maintain a healthy work/life balance.

Commitment to the Health and Well-being of our Employees

We prioritize the health and wellbeing of our employees and their families. We offer a comprehensive employee benefits package with a variety of options. These programs include medical, dental, and vision benefits, life insurance, disability programs, retirement programs (including an employer match on 401(k) contributions), flexible spending accounts (FSAs), health savings accounts (HSAs) with a generous employer contribution, an employee assistance program (EAP), an employee stock purchase plan (ESPP), and wellness benefits that include a monthly stipend for gym memberships and other fitness activities. The company pays approximately 90% of healthcare premium costs on behalf of our employees. For new parents, the company offers up to 160 hours of child bonding leave and provides a benefit for new moms who travel for business that allows them to pump milk and ship it back home. The company also supports employees who are caring for dependents by providing access to a dependent care flexible spending account and to child care referral services via our employee assistance program.

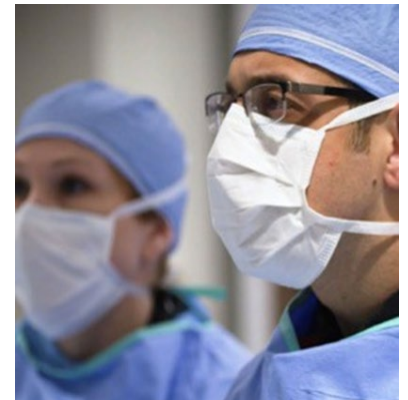
All company employees are eligible to participate in our 401(k) program. Employees who work more than 30 hours per week are eligible to participate in our other benefit plans, along with their qualified dependents.

In addition, to support a healthy work/life balance, we offer a generous paid time off policy for all employees in non-exempt positions and a flexible time away policy for employees in exempt positions. We provide paid holidays to all employees who work more than 30 hours per week and paid short-term leave for bereavement, jury service, and child bonding. Employees are also eligible for unpaid short-term leave for activities such as attendance at school activities, political activity, election activities such as election judging and voting, alcohol and drug rehabilitation, and more.

➤ Access to Healthcare

Every year, 15 million people worldwide suffer a stroke. Nearly six million die and another five million are left permanently disabled. Silk Road Medical is committed to providing the healthcare system with reliable products that improve the lives of patients and positively contribute to the overall healthcare system.

We have a deep commitment to the well-being of our patients and have many examples of patient success stories available on our website at [Patient Stories](#).



Commitment to Training and Education of Physicians

Silk Road Medical mandates that new TCAR practitioners receive training prior to beginning clinical practice with the TCAR approach. The company has developed and implemented a world-class training program known as TCAR Education and Simulation Training or TEST Drive to train in both a live and virtual format. This program is available for practicing physicians and elements of their staff, as well as for residents and fellows completing their training. The TEST Drive training program provides both didactic and procedural training. The programs are held in varying formats, including an online didactic, national and regional programs, and proctoring.

The didactic lectures are created and delivered by respected physicians with extensive TCAR procedure experience. The company also has developed high-fidelity simulators that include a cutdown model to mimic surgical neck dissection with exposure of the common carotid artery and jugular vein. The model has active fluid circulation to provide a realistic simulation of all procedural steps from needle puncture, guidewire placement, arterial sheath insertion, establishment of flow reversal with carotid occlusion, and extracorporeal flow controller connection. The company also has a training component that simulates the treatment of a carotid lesion and stent deployment without the need for fluoroscopy. Finally, training stations are set up to include instructions regarding the use of the ENROUTE® Transcarotid Stent delivery system and deployment of the stent. We believe that a comprehensive and immersive training experience will lead to better clinical outcomes for patients.

Commitment to Patient Safety

Summary of Key Clinical Trials as of February 28, 2024

At Silk Road Medical we have developed an innovative portfolio of products that deliver significant clinical benefits for our patients. The safety, effectiveness, and clinical advantages of TCAR have been demonstrated in multiple clinical trials, post-market studies, and registries that have been published in over 300 TCAR publications to date. Key clinical trials and their outcomes are summarized as follows:

	PROOF	ROADSTER	ROADSTER 2	ROADSTER 3	TCAR Surveillance Project
Study Type	First in Human CE Marking DW-MRI Sub-Study	U.S. Pivotal IDE Study	U.S. Post-Approval Study	U.S. Post-Approval Study	Real world observation
Patients	75 pivotal 56 DW-MRI Sub-Study	67 Lead-in 141 Pivotal 78 Continued Access 52 Stent Sub-study	692	Up to 400 with a minimum of 315 per protocol patients	Open Ended
Profile	High Surgical Risk and Standard Surgical Risk	High Surgical Risk	High Surgical Risk	Standard Surgical Risk	High Surgical Risk and Standard Surgical Risk
Status	Complete	Complete	Complete	Enrolling	Ongoing - > 60,000 TCAR cases as of December 31, 2023, per VQI
Carotid Stent	CE Marked	U.S. Food and Drug Administration (FDA) Approved Carotid Stents, including the Cordis Precise Stent	ENROUTE	ENROUTE	ENROUTE
Systems Used	Carotid Stents, including the Cordis Precise Stent	Transcarotid Stent System, including the Cordis Precise Stent	Transcarotid Stent System	Transcarotid Stent System	Transcarotid Stent System

Summary of TCAR Clinical Trial Outcomes as of February 28, 2024

	PROOF	Pooled ROADSTER		ROADSTER 2	
	Intention to Treat Population	Intention to Treat Population	Per-protocol	Intention to Treat Population	Per-protocol
Stroke at 30 days					
All stroke	1.3%	1.4%	0.5%	1.9%	0.6%
All stroke and death	1.3%	2.3%	1.5%	2.3%	0.8%
Other adverse events at 30 days					
Myocardial infarction	0.0%	1.4%	1.0%	0.9%	0.9%
Cranial Nerve Injury* (Acute)	2.7%	0.5%	NR	1.40%	NR
Cranial Nerve Injury (persisting at 6 months)	2.7%	0.0%	NR	0.9%**	NR
Procedural Information					
Mean procedure time (mins)	NR	73.2	NR	74.8	74.6
Mean length of stay (days)	NR	1.7	NR	NR	1.6

*Only tabulated for Intention to Treat population.

**Evaluated at 90 days.

More information about TCAR trials, studies, and registries is available in our annual report, which is available here: [Silk Road Medical Annual Report](#).

Commitment to Fair Pricing and Access

Our products for TCAR are currently approved for commercial use in the United States, Japan, and China. The majority of TCAR-eligible patients are Medicare beneficiaries, which means that physicians and hospitals are reimbursed by Medicare or Medicare Advantage carriers for the majority of TCAR procedures and direct patient costs are controlled by the Medicare program. Medicare reimbursement levels to physicians and hospitals have remained relatively stable over the past several years.

We sell TCAR products to healthcare systems, local hospitals, group purchasing organizations (GPOs), and similar customers. We set our pricing to support patient accessibility for the TCAR procedure, accounting for regional reimbursement schedules and procedure volume, among other things. Pricing is negotiated and memorialized in purchasing agreements that may include general confidentiality clauses.

Commitment to Compliance with Federal Policy on the use of Animals in R&D efforts

As part of our core responsibilities to develop life-saving products, we incorporate the use of animal models into our research programs to evaluate physical performance characteristics and biocompatibility of devices being developed and to meet regulatory requirements. When suitable bench models are not available, animal studies are carried out at appropriately regulated and certified research institutions. All protocols for animal studies are carefully reviewed by Silk Road Medical and institutions such as IACUC (Institutional Animal Care and Use Committee).

> Ethics and Compliance

At Silk Road Medical, all employees and directors are expected to conduct business in accordance with our Code of Business Conduct and Ethics. All Silk Road Medical employees, directors, agents, and contractors have a responsibility to comply with laws that apply to Silk Road Medical and be honest and ethical in all company dealings.

Our Code of Business Conduct and Ethics (posted here: [Code of Business Conduct and Ethics](#)) provides our team with the guidance and access to resources needed to operate with unquestionable integrity. Our Code of Conduct does more than just codify rules of conduct – it is the very foundation by which we conduct business every day. The Code of Conduct describes how we put our values into practice and provides guidance for our employees and all others who work on our behalf.

The Code is designed to promote:

- *Honest and ethical conduct.*
- *Compliance with applicable laws, rules, and regulations.*
- *Prompt internal reporting of violations of laws, rules, and regulations.*
- *Accountability for adherence to the Code.*
- *Full, fair, accurate, timely and understandable disclosure in our reports and public communications.*



Silk Road Medical employees receive annual training on our Code of Conduct and must make an annual certification that they have read the Code of Conduct, understand it, and comply with it. Employees are encouraged to raise compliance-related concerns to their manager, functional VP, Human Resources, the Legal department or the Compliance Officer. In addition, reports can be made online or via telephone to an Integrity Helpline reporting system. We allow anonymous reports via the Integrity Helpline and have adopted an open-access policy for information reporting, as well as confidentiality and non-retaliation policies for individuals who make reports. Every report is investigated by either the Human Resources Department or the Compliance Officer.

Comprehensive Compliance Program

Silk Road Medical has developed a comprehensive compliance program that is designed to comply with applicable federal and state laws and industry standards, including those relating to the marketing and promotion of our products. Among other things, our compliance program provides guidance on interactions between industry and healthcare professionals (HCPs) in the course of sales, marketing, research, contracting, education, training, and other activities.

The Silk Road Medical compliance program is designed to assist employees with following both the letter and the spirit of the law, including fraud, waste, and abuse laws, the federal Anti-

Kickback Statute (AKS), the federal False Claims Act (FCA), the Foreign Corrupt Practices Act (FCPA), the Sunshine Act and other applicable laws. Our program was developed using applicable legal standards and government-issued guidelines, and was informed by industry standards such as the Advanced Medical Technology Association (AdvaMed) voluntary code of ethics for Medical Devices & Diagnostics companies (addressing interactions with HCPs and encouraging ethical business practices and responsible industry conduct) and guidelines established by the American Medical Association (AMA) regarding subsidies, payments, and gifts to physicians.

Our Compliance Program is led by our Compliance Officer and an Ethics & Compliance Committee. Our Ethics & Compliance Committee is led by our Compliance Officer and includes multiple cross-functional senior leaders, including leaders from Marketing, Sales, Clinical, Regulatory, Quality, Manufacturing, HR, Legal, and the Executive Medical Director, and meets regularly throughout the year.

**SILK ROAD MEDICAL
EMPLOYEES CERTIFY
ANNUALLY THAT THEY HAVE
READ & WILL COMPLY WITH
OUR CODE OF CONDUCT**

We conduct mandatory compliance training for all employees at hire and annually thereafter, including training covering anti-bribery and anti-corruption requirements, the False Claims Act, the Foreign Corrupt Practices Act, the Anti-kickback Statute, and the Sunshine Act. We have an Integrity Helpline that is monitored by the Compliance Officer and the Chief Legal Officer. Employees are trained on the helpline at new hire training as well as provided regular reminders during annual compliance training.

Commitment to Responsible Marketing

As a medical device company, Silk Road Medical follows U.S. Food and Drug Administration (FDA) requirements for labeling and marketing our products, including FDA prohibitions on misbranding and false and misleading labeling, as well as requirements set by regulators in Japan and China for our products distributed in those countries. We prohibit making unsubstantiated claims about our products in our marketing materials.

In addition, we prohibit off-label marketing of our products. All marketing must promote our products for their approved uses only. We do not endorse, encourage, or educate others on off-label uses of our products or the products of any other device manufacturer.

Supplier Code of Conduct

In 2024, we published a Supplier Code of Conduct to document the ethical standards and values we require of our suppliers. Together with our Human and Workplace Rights Policy and Code of Business Conduct and Ethics, the Supplier Code of Conduct is designed to promote our suppliers' ethical business conduct, respect for the rights of workers, and respect for the environment, as well as compliance with all applicable laws.

> Dedication to Quality and Patient Safety

Silk Road Medical has the highest commitment to quality, following our North Star to achieve great patient outcomes and ensure patient safety. The Silk Road Medical Quality System, as defined in the Quality Manual, is the foundation to ensure that quality is built into every step of the medical devices that Silk Road Medical designs and develops, manufactures, and supplies to customers.

The quality system is designed to ensure compliance with U.S. Food and Drug Administration and applicable regulations in Japan, China, and other countries governing the design and development, manufacture, release, distribution and traceability of Silk Road Medical's medical devices.

Silk Road Medical maintains a current ISO 13485 certificate, the scope of which is:

The design, manufacture and distribution of sterile non-active cardiovascular implants, embolic protection devices, and interventional devices used for the treatment of carotid artery disease.

Silk Road Medical's adherence to regulations and standards occurs through periodic FDA inspections and annual surveillance audits conducted by Silk Road Medical's registrar. The most recent FDA inspection of our Sunnyvale facility was conducted in 2023 and concluded with no actions indicated. The FDA conducted a facility inspection of our Plymouth facility in January 2024, resulting in a single Form 483 Notice of Observation related to equipment calibration and preventative maintenance that we are actively addressing with FDA. The most recent registrar Re-Certification Audit (Sunnyvale), conducted in September 2023, resulted in no observations or non-conformances. Additionally, the initial registrar certification audit was conducted for the Plymouth facility in August 2023, which resulted in no observations or non-conformances.

Post-Market Activities

Silk Road Medical has a robust post-market surveillance and complaint handling system. The system provides for timely communication between our field employees and customers and

SILK ROAD MEDICAL QUALITY POLICY

Silk Road Medical is dedicated to developing, manufacturing, and marketing minimally invasive medical devices for the treatment of patients with vascular diseases.

Silk Road Medical is committed to maintaining and improving the suitability and effectiveness of its products and its quality management systems in order to comply with regulatory and user requirements.

the internal Quality Assurance team. Information regarding Silk Road Medical products and user and patient experiences is reviewed and, where appropriate, regulatory authorities are notified. Adverse events and device malfunctions are reported in the United States to FDA and listed in the Manufacturer and User Facility Device Experience ([MAUDE](#)) database.

The information received is trended and analyzed as an input for continuous improvements of the products to ensure Silk Road Medical meets the needs of customers and their patients.

To date, there have been no Silk Road Medical products listed on the FDA MedWatch Safety Alerts for Human Medical Products Database. There has been one recall associated with Silk Road Medical's products. The recall was initiated in January 2021 on specific lots of the ENROUTE Transcarotid Stent System due to a tip bonding issue that could result in tip detachment during use. There were no serious health issues or deaths reported in association with the recall. In total, 100 stent lots were recalled. The recall was completed internally at Silk Road Medical and recall closure was requested with the FDA in September 2021. The recall was formally closed with the FDA as of January 31, 2023.

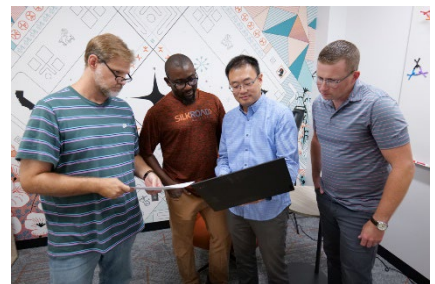
> **Commitment to Strong Supplier Partnerships**

Silk Road Medical's commitment to our customers and patients not only extends to our products, but also to our many components, material, supply, and finished device supplier partners.

Silk Road Medical partners with key suppliers to ensure we can provide the highest quality products to our customers and their patients. We work closely with our suppliers throughout all stages of product design, development, production, and distribution so that our suppliers' products meet the needs and expectations of our customers in a manner that is ethical, compliant, and respectful of human rights and the environment.

We have published a Supplier Code of Conduct to promote our suppliers' ethical business conduct, respect for the rights of workers, and respect for the environment, as well as compliance with all applicable laws.

Supplier relationships are reviewed regularly so that all parties remain focused on providing the highest quality devices to our patients. Product requirements are communicated, and detailed specifications are well understood, so that all parties remain aligned to provide the best quality of components, materials, and finished devices.



Silk Road Medical works with a wide range of suppliers of components, materials, supplies, and finished products throughout our product portfolio. Suppliers go through several quality assessments and audits, including onsite visits and inspections as necessary, before they are approved to supply parts to us. This monitoring allows us to assess conformance to regulatory standards and allows us to frequently re-establish goals and expectations as the business

grows. All suppliers are routinely monitored for product quality conformance and are provided real-time feedback when agreed upon criteria are not met. This approach ensures open, direct, and productive communication with the company's suppliers.

Our Supply Chain, Quality, R&D and Manufacturing teams execute a coordinated process to identify, evaluate, and choose suppliers that meet Silk Road Medical's requirements. Silk Road Medical requirements for our suppliers go beyond the functional capability of the supplier with additional assessment of a supplier's risk management processes, production capacity, product specification conformance, site inspection, quality assurance/quality control testing, regulatory compliance, and continuous improvement processes.

When the company has identified the need for a new component or material, Silk Road Medical strives to utilize our existing supply base whenever possible. This ensures not only our

**SILK ROAD MEDICAL'S
SUPPLIER CODE OF CONDUCT
APPLIES TO ALL DIRECT
SUPPLIERS PROVIDING
COMPONENTS OR MATERIALS
FOR USE IN OUR PRODUCTS.**

commitment to our suppliers by providing growth and new opportunities, but also reduces our exposure to new and untested suppliers. Having a robust existing supplier oversight program fosters trusting relationships with our suppliers and reduces risks for the company and our customers.

All of our suppliers are assigned a classification level based on their potential to impact patient health and safety and are approved through our Quality System. This is true for

components, services, or finished devices. All suppliers are monitored on a periodic basis, commensurate to their classification level and their overall product quality and conformance.

All components, materials, and finished devices have complete traceability throughout the manufacturing process, from purchase order receipt through final distribution to our customers. Incoming product is evaluated based on risk profiles and historical inspection results. These inspections are tracked and trended and the information is fed back to our vendors and suppliers for continuous improvement.

For suppliers that fail to deliver products consistent with Silk Road Medical's standards, we have a rigorous process of Supplier Corrective Action that identifies root causes, remedial and preventative actions, and long-term effectiveness verifications. This ongoing supplier performance evaluation ensures we are continually improving the quality and conformance of all Silk Road Medical's components, materials, supplies, services, and finished devices.

> **Conflict Minerals Policy Statement**

Silk Road Medical is fully dedicated to conducting our business with respect for human rights and in compliance with applicable laws. We support responsible material sourcing and encourage our suppliers to eliminate sourcing certain minerals, including columbite-tantalite (tantalum), cassiterite (tin), wolframite (tungsten), gold, and any of their derivatives, from sources that may finance armed conflict and cause human rights abuses.

For this reason, Silk Road Medical has established a program that is in alignment with the Organisation for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk Areas (OECD Guidelines) and its applicable supplements.

Enhancing the visibility of Silk Road Medical’s supply chains requires a collaborative effort with suppliers. To this end, we expect our suppliers to adopt similar policies and management systems with respect to conflict minerals and to drive those efforts through their supply chains.

Our suppliers are expected to promptly provide clear, timely, accurate, and appropriate reporting when requested regarding the smelters and facilities within their minerals supply chain as well as steps taken to investigate the source and chain-of-custody of such minerals. Silk Road Medical will continue to use this policy and the OECD Guidelines to evaluate relationships with current and future suppliers to ensure that they share our values regarding compliance, transparency, human rights, and ethics.

> **Commitment to the Environment**

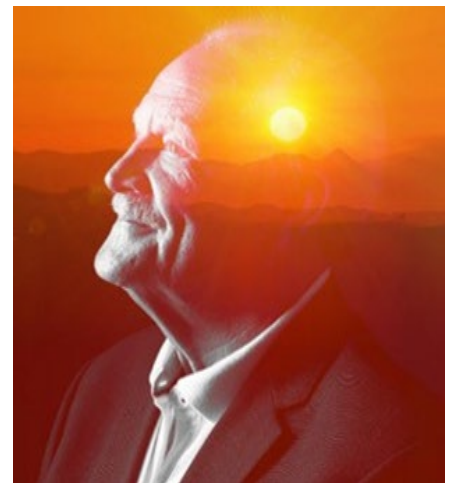
As a growing company, we recognize that environmental responsibility plays an important part in our everyday operations. Our environmental health and safety activities are led by the Vice President, Operations, and Vice President, Human Resources.

Environmental Impact – All Silk Road Medical Operations

Our Sunnyvale, California footprint is 32,600 square feet and includes an ISO standard registered clean room that is 2,500 square feet. Our Plymouth, Minnesota facility footprint is 82,000 square feet and includes an ISO standard registered clean room that is 6,600 square feet.

We use water, electricity, and natural gas from public utilities (i.e., the grid) for routine facility operations such as lighting, heating, drinking water, and restrooms. Our on-site manufacturing processes in Sunnyvale and Plymouth do not use water, electricity, or natural gas beyond routine facility operations. We have no equipment that requires permitting.

At both locations, we use LED light sources and both occupancy and daylight sensors to minimize energy use for lighting. On weekends, air handlers are turned down and television screens are turned off to conserve energy. We have also installed electric vehicle charging stations at both locations so that employees driving electric vehicles to work may recharge their vehicles during work shifts.



Our company is a small-quantity generator of hazardous waste in California and in Minnesota. Our hazardous waste program ensures that we comply with all relevant local, state, and federal regulations for proper signage, storage, inspections, labeling, transporting, and disposal of waste.

Business, Production, Packaging, Electronic, and Chemical Waste, Recycling, and Reuse – All Silk Road Medical Operations

Our Sunnysvale location participates in the recycling programs offered by the City of Sunnysvale. All facility garbage and recycling, including recycling programs for business waste, production waste, and packaging waste, are managed through the city programs. Our Plymouth facility uses a variety of waste management providers to support similar garbage and recycling practices for its business, production, and packaging waste.

Both locations actively encourage employees to use reusable water bottles and mugs while in the office and provide branded bottles and mugs for all employees to reduce the use of disposable cups and bottled water. Cups and utensils provided in the office are all made of recycled materials.



We manage the collection and recycling of electronic waste. Electronic materials that cannot be reused internally are sanitized and recycled by licensed e-waste recycling vendors. In addition, we collect and appropriately dispose of dead batteries.

We work to reduce the waste we generate in connection with our products. In 2024, we implemented a program to replace the disposable plastic used to cover and protect manufacturing equipment with reusable fabric equipment covers. Rather than disposing plastic coverings after each use, the fabric covers will be laundered and reused. We estimate that this program will prevent disposal of approximately 30,000 feet of plastic sheeting annually.

In addition, we have implemented practices to enable use of expired products and products that are returned to us, significantly reducing the number of demonstration, evaluation, and testing products we must manufacture. All administrative returns, excess, expired, and obsolete products are repurposed for other uses. For example, functional but otherwise non-saleable units are used in our physician and employee hands-on training programs conducted throughout the year. In addition, returned and non-saleable units are used within our engineering department for evaluation, testing, and prototyping activities where applicable. By re-using and re-purposing products where possible we ensure those products have multiple uses prior to disposal.

Community Initiatives

In addition to our commitment to good environmental practices in our operations, Silk Road Medical also dedicates time and resources to community activities to help the environment. On Earth Day, we sponsor park clean-up events at which employees collect and remove waste from local parks. In addition, we sponsor annual electronic recycling events at our facilities at which employees may bring their household electronic waste (such as computers and computer equipment, TVs, cell phones, and batteries) for recycling free of charge.

Energy, Waste, and Greenhouse Gas Data

While Silk Road Medical's manufacturing processes are not energy-intensive, we are committed to tracking our energy use, waste generation, recycling levels, and greenhouse gas emissions data as we grow our business. Additional information regarding our energy use, waste generation and recycling, and greenhouse gas emissions are provided below.

Energy Intensity, Source, Consumption¹

	2021	2022	2023
Energy Intensity (MWh) -- Sunnyvale (MWh/Rev (in Mil))	8.8	6.9	4.7
Energy Intensity (MWh) -- Plymouth (MWh/Rev (in Mil))		15.4	9.5
Energy Use by Source -- Sunnyvale	61% electricity	60% electricity	63% electricity
	39% natural gas	40% natural gas	37% natural gas
Energy Use by Source -- Plymouth		45% electricity	53% electricity
		55% natural gas	47% natural gas
Total Energy Consumption -- all sites (ekWh)	1,002,556	3,090,556	2,516,282
Total Energy Consumption -- Sunnyvale (ekWh)	894,008	949,656	840,795
Total Energy Consumption -- Plymouth (ekWh)	108,548	2,140,900	1,675,487
Electricity Use -- all sites (ekWh)	592,503	1,534,757	1,414,393
Electricity Use -- Sunnyvale (ekWh)	546,083	573,685	530,665
Electricity Use -- Plymouth (ekWh)	46,420	961,071	883,727
Natural Gas Use -- all sites (ekWh)	410,053	1,555,800	1,101,890
Natural Gas Use -- Sunnyvale (ekWh)	347,925	375,971	310,130
Natural Gas Use -- Plymouth (ekWh)	62,128	1,179,829	791,760

¹Our Plymouth site became operational during 2022, which is reflected in our 2021 and 2022 all-site and Plymouth data.

Renewable and Carbon-free Energy Consumption

	% Renewable	% Non-renewable	% Carbon-free
All Energy ¹	21.4%	78.6%	44.3%
Total Electric	38%	62%	78.8%
Electric -- Sunnyvale	38%	62%	95%
Electric -- Plymouth	41%	59%	69%

¹We receive our energy (electricity and natural gas) from public utilities. This table relies on our consumption data in 2023 and general data published by our utilities to identify the sources of our energy and whether they are generated from renewable and/or carbon-free sources.

Waste Intensity, Amount, and Recycled

	2023
Total waste intensity (waste tons/ net sales)	0.41
Tons of solid waste per year -- Sunnyvale	42.5
% of solid waste recycled -- Sunnyvale	61.5%
Tons of solid waste per year -- Plymouth	30.2
% of solid waste recycled -- Plymouth	44.2%
Hazardous waste (in tons) -- Sunnyvale	2.1
Hazardous waste (in tons) -- Plymouth	1.2

Hazardous waste and electronic waste are included in solid waste tons; electronic waste is included in solid waste recycled percentage. Data is reported for 2023 only due to methodology changes implemented in 2023.

Greenhouse Gas Emissions¹

	Units	2021	2022	2023
Total greenhouse gas emissions (Scope 1 - direct emissions)	tCO2e	275	290	205
Total greenhouse gas emissions (Scope 2 - indirect emissions from purchased energy)	tCO2e	525.5	601	587.9
Greenhouse gas emission intensity -- Sunnyvale	tCO2e / REV (in Mil)	1.96	1.57	1.06
Greenhouse gas emission intensity -- Plymouth	tCO2e / REV (in Mil)		4.93	3.42

¹Our Plymouth site became operational during 2022, which is reflected in our 2021 and 2022 all-site and Plymouth data.

> Silk Road Medical SASB Index

We provide the table below as a reference to topics described in the Sustainability Accounting Standards Board (SASB) standards for the Medical Equipment and Supplies industry. This report is informed by these SASB standards but is not intended to align with them and is a voluntary disclosure to support the evolving information needs of our investors. As such, we are committed to providing investors with useful, relevant, and meaningful sustainability information. The determination of the topics covered below is based on two factors: (i) sector-specific guidance provided by SASB and (ii) periodic assessments of sustainability issues that matter most to our stakeholders and our business. We will continue to evaluate these topics in the future and, accordingly, our disclosure may evolve over time.

SASB Metric	SASB Framework	Response/Location of relevant information
HMCS – 204a.2, 240a.3	Affordability and Pricing	Commitment to Fair Pricing and Access
HCMS - 250a.1, 250a.2, 250a.3, 250a.4	Product Safety	Dedication to Quality and Patient Safety
HCMS – 270a.1, 270a.2	Ethical Marketing	Business Ethics and Integrity <i>Silk Road Medical has had no monetary losses as a result of legal proceedings associated with false marketing claims.</i>
HCMS – 401a.1, 402a.2	Product Design & Lifecycle Management	Commitment to the Environment
HCMS – 430a.1, 430a.2, 430a.3	Supply Chain Management	Commitment to Strong Supplier Relationships
HCMS – 510a.1, 510a.2	Business Ethics	Commitment to Training and Education of Physicians <i>Silk Road Medical has had no monetary losses as a result of legal proceedings associated with bribery or corruption.</i>