

## Equal Employment Opportunity Policy Statement

ICU Medical is committed to providing equal employment opportunity to all applicants and employees regardless of their race, creed, color, religion, sex, gender, pregnancy (including childbirth and related medical conditions, and including medical conditions related to lactation), age, ethnicity, national origin, ancestry, disability, use of a guide or support animal (because of blindness, deafness, or physical handicap), medical condition (cancer and genetic characteristics), military service, protected veteran status, genetic information, marital status, registered domestic partner status, sexual orientation, or any other characteristic protected by federal, state or local law. We are strongly committed to this policy and believe in the concept and spirit of the law.

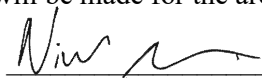
ICU Medical is further committed to ensuring that employment decisions are based on valid job requirements. In addition, all employment actions, such as recruiting, hiring, training, promotion, compensation, benefits, transfers, layoffs and termination are administered fairly to all persons on an equal opportunity basis, without discrimination on the basis of protected categories named above.

ICU Medical will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However employees who have access to the compensation information of other employees or applicants as part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the company's legal duty to furnish information.

ICU Medical will not tolerate employees and applicants to be subjected to harassment, intimidation, threats, coercion or retaliation because they engaged or may engage in filing a complaint or assisted in a review, investigation or hearing related to any federal, state or local law requiring equal employment opportunity; or because they opposed any act deemed unlawful.

The Chief Executive Officer and Corporate Vice President, General Counsel support these equal opportunity efforts and have appointed Shameka Martin, Human Resources Compliance Supervisor, as ICU Medical's EEO Coordinator. The EEO Coordinator's responsibilities include implementing an internal audit and reporting system to monitor and measure the effectiveness of ICU Medical's equal employment opportunity efforts and report to executive management on this and any need for remedial action.

ICU Medical maintains affirmative action plans for individuals with disabilities and protected veterans. Any questions regarding these plans or the company's equal opportunity policy should be directed to the EEO Coordinator who is responsible for the implementation of the plan. If you wish to view the plans for protected veterans and individuals with disabilities, contact Shameka Martin during normal business hours and arrangements will be made for the areas of the plan available for inspection under the law.



Vivek Jain  
Chief Executive Officer and Chairman  
Date 5/6/2025



Virginia Sanzone  
Corporate Vice President Legal  
Date 5/6/2025