



EQUALITY, DIVERSITY, AND INCLUSION POLICY
Approved by the Board of Directors on September 30, 2021

At Shockwave Medical, Inc. (“Shockwave” or “we”), we are committed to creating and empowering a workplace that embraces equality, diversity, and inclusion (“EDI”), which we define as:

- **Equality** is fair treatment, equality of opportunity, and equal access to information and resources for all Shockwave employees.
- **Diversity** is the respect for all the varied identities and differences of Shockwave’s employees (race, ethnicity, gender, disability, sexual orientation, gender identity and expression, national origin, tribe, caste, socio-economic status, thinking and communication styles, etc.), collectively and as individuals.
- **Inclusion** is Shockwave’s culture of belonging that actively invites the contribution and participation of all employees.

We believe that a workplace based on Shockwave’s EDI principles that respects the dignity of every individual, fosters trust, and allows all Shockwave employees the opportunity to realize their full potential while being their authentic self, is fundamental to our success and to employee satisfaction.

OUR COMMITMENT TO EDI

Shockwave’s EDI initiatives include practices and procedures on recruitment and selection, compensation and benefits, professional development and training, promotions, transfers, social and recreational programs, layoffs, and terminations. We are committed to these initiatives to support an open and inclusive workplace:

- that is built on fairness, respect, and dignity;
- that is inclusive, embraces individual differences, and is free from discrimination, harassment, and bullying;
- where each employee is proactively engaged and encouraged in order to add their own unique perspectives, experiences, and viewpoints;
- where opportunities for advancement are based on ability, performance and potential;
- where contributions to the communities we serve are encouraged to promote a greater understanding and respect for the diversity around us; and
- where all employees are aware of their rights and responsibilities with regards to EDI.

DIVERSITY AND RESPECT IN THE WORKPLACE

All employees are:

- expected to exhibit conduct that reflects Shockwave’s EDI principles during work, at work functions on or off the work site, and at all other Shockwave-sponsored and participative events;

- required to attend and complete annual diversity training in order to (i) enhance their knowledge to fulfill our EDI goals, (ii) raise awareness, and (iii) encourage behavior that supports a work environment free from discrimination and harassment;
- expected to treat each other with dignity at all times; and
- expected to adhere to Shockwave's core values of honesty, integrity, and mutual respect.

Shockwave's employees are entitled to a work environment that excludes words and actions with even the appearance of disrespect. It is the responsibility of every member of the Shockwave team to maintain an environment free of hostility. Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with this policy or Shockwave's EDI initiatives should seek assistance from a supervisor or an HR representative. Alternative, employees may submit concerns, anonymously if desired, through Shockwave's ethics and compliance hotline at www.shockwavemedical.com/hotline or by calling 844-783-5397.

EQUAL EMPLOYMENT OPPORTUNITY

We are committed to equal employment opportunity and to complying with all laws related to workplace opportunity. We extend employment opportunities to all qualified applicants and employees and strive to maintain a workplace environment free of discrimination, hostility, and physical or verbal harassment with respect to age, race, color, sex, gender expression, religion, national origin, disability, sexual orientation, veteran status, or any other protected characteristic.