



 **CONMED**

ESG 2023

Environmental, Social, and Governance Report

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A Message From Our Chair of the Board, President, and CEO



Curt Hartman

Chair of the Board, President, and CEO

Dear CONMED Stakeholder,

Thank you for your interest in CONMED's (third) annual Environmental, Social, and Governance (ESG) Report, which showcases a number of meaningful programs across the Company. At CONMED, we are committed to reporting transparently with the aim of sharing how we embrace our values in pursuit of our mission to deliver exceptional outcomes for patients through accessible CONMED solutions.

Overall, 2023 was a strong year for CONMED on both the top and bottom line, and we are very pleased with our performance. Our diversified business generated revenue of \$1.24 billion, representing growth of 19.1% as reported and 20.9% in constant currency*, with acquisitions contributing approximately 250 basis points compared to 2022. Adjusted diluted net earnings per share* finished the year at \$3.45, an increase of 30.2% over 2022 adjusted diluted net earnings per share of \$2.65.

During 2023, we continued to drive innovation from our two transformational acquisitions—In2Bones Global, Inc., now known as CONMED Foot and Ankle, and BioRez Inc. We are also particularly excited about our unique platform technologies in AirSeal®, Buffalo Filter®, In2Bones, and BioBrace®, and we will continue to build on, and around, these to put innovative new products in the hands of our customers and position the Company for long-term success.

Our leadership team and Board of Directors are committed to making CONMED a place where great people want to work. Consistent with prior years, 98% of our employees voluntarily participated in our annual employment survey and our engagement scores again increased as they have for the last several years. This is evidence of a great culture whereby employees have confidence in the Company. Furthering the Company's ESG initiatives, and a devotion to innovation, also remain top priorities as we build a world class organization committed to doing things the right way. All of the above are a part of the approach we take to develop our Company and our employees without whom our success as a company would not be possible.

In an ever-evolving healthcare landscape, CONMED remains committed to innovating and striving for excellence in everything we do. As we reflect on the past year's achievements and milestones, we are excited about the future and poised to elevate our performance to new heights. I hope you find our 2023 ESG Report meaningful and impactful to you as a CONMED Stakeholder.

Sincerely,

A handwritten signature in black ink that reads 'Curt Hartman'. The signature is written in a cursive, professional style.

*Constant currency net sales growth and adjusted diluted net earnings per share are non-GAAP financial measures. Refer to the GAAP to Non-GAAP Reconciliations page for reconciliations to the most directly comparable GAAP financial measures, reported net sales and diluted net earnings per share.



About this Report

The following tear sheet contains disclosure of environmental, social, and governance (ESG) metrics relevant to CONMED Corporation's business, as well as those included in the Sustainability Accounting Standards Board (SASB) standards for the Medical Equipment & Supplies industry. We also aligned the disclosures in this report with the United Nations Sustainable Development Goals (UN SDGs). This document covers ESG disclosures for CONMED Corporation for the period January 1 through December 31, 2023, unless otherwise noted.

This report contains forward-looking statements based on certain assumptions and contingencies that involve risks and uncertainties, which could cause actual results, performance, or trends to differ materially from those expressed in the forward-looking statements herein or in previous disclosures. For example, in addition to general industry and economic conditions, factors that could cause actual results to differ materially from those in the forward-looking statements may include, but are not limited to the risk factors discussed in the Company's Annual Report on Form 10-K for the full year ended December 31, 2023, listed under the heading Forward-Looking Statements in the Company's most recently filed Form 10-Q and other risks and uncertainties, which may be detailed from time to time in reports filed by CONMED with the SEC. Any and all forward-looking statements are made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995 and relate to the Company's performance on a going-forward basis. The Company believes that all forward-looking statements made by it have a reasonable basis, but there can be no assurance that management's expectations, beliefs or projections as expressed in the forward-looking statements will actually occur or prove to be correct.

| Activity Metrics | 2021 | 2022 | 2023 |
|-----------------------|-------------|-------------|-------------|
| Employees (FTE) | 3,800 | 4,100 | 4,000 |
| Net Sales (thousands) | \$1,010,635 | \$1,045,472 | \$1,244,744 |





About Us

As a global medical technology company, CONMED's Mission is to enable healthcare providers around the world to deliver exceptional outcomes for patients through accessible CONMED solutions.

Our product offerings support healthcare professionals across a diverse array of specialties, including orthopedics, general surgery, gynecology, thoracic surgery, and gastroenterology.

Our core values provide the foundation for everything we do:



WE DO
things the
right way.



WE MAKE
and keep
commitments.



WE OPERATE
with urgency.



WE BELIEVE
in the power of
engaged talent.



WE DELIVER
exceptional results.

CONMED's global headquarters are based in Largo, Florida - USA. CONMED stock is traded on the NYSE with the ticker symbol CNMD. For more information, visit www.CONMED.com.



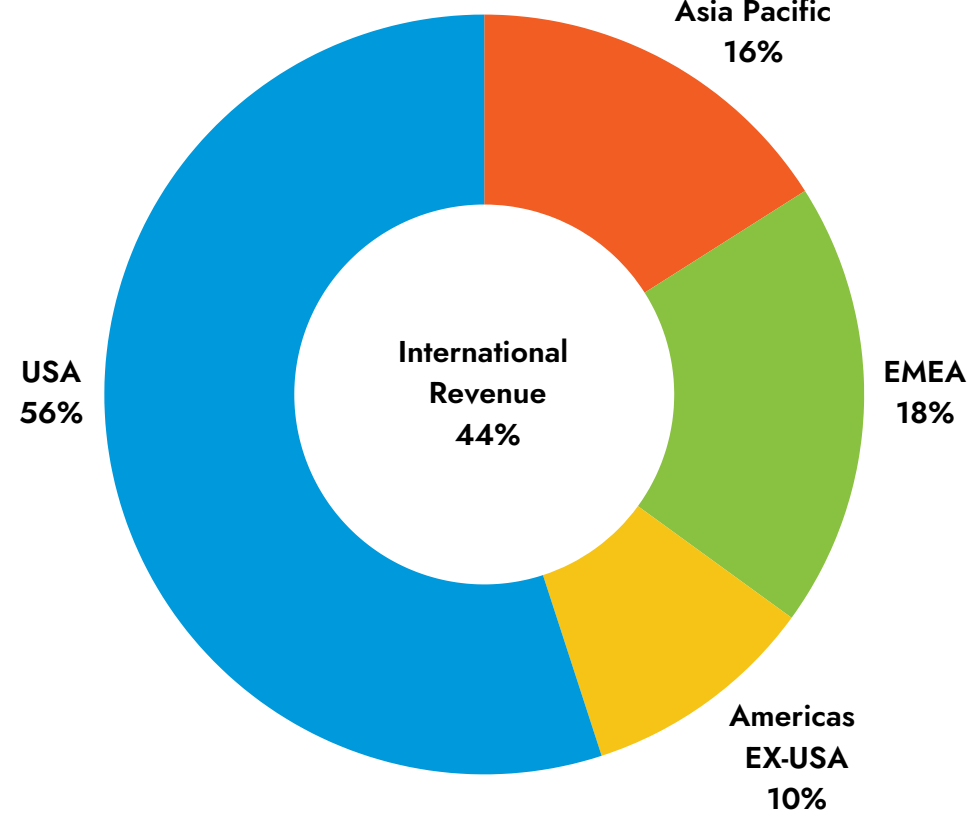


About Us

FY 2023 REVENUE

\$1.24 BILLION

Geographic Revenue



Product Revenue



Employees Globally

4,000

General Surgery

Products used in areas of advanced surgical and advanced endoscopic technologies.

Orthopedic Surgery

Surgical devices including capital, single-use, and implants used in the repair of soft tissue joint injuries.



We Innovate with Purpose

Soft Tissue Repairs Will Never Be the Same...

Soft tissue repairs have long been a cornerstone of surgical procedures, offering patients relief from pain and restoring function to damaged tissues. However, with advancements in technology and surgical techniques, the landscape of soft tissue repair is undergoing a profound transformation. At CONMED, we are proud to lead the charge in this evolution, reshaping the future of soft tissue repairs with our groundbreaking products and strategic acquisitions.

Last year, we made a significant stride forward in our mission to redefine soft tissue repairs by acquiring BioBrace®, a pioneer in regenerative medicine and tissue augmentation solutions. With this acquisition, we have set our sights on elevating soft tissue repairs to unprecedented levels of efficacy and patient satisfaction.

Our acquisition of BioBrace® represents more than just portfolio growth—it signifies a commitment to driving meaningful change in surgical practices and patient outcomes. By combining CONMED's expertise in surgical technologies with BioBrace's innovative regenerative solutions, we are poised to revolutionize the guidance on soft tissue repair augmentation.

Surgeons across the globe have already begun to witness the transformative impact of our collaboration on their patient outcomes. Through testimonials and advice from leading surgeons, we have garnered insights into the profound benefits of our advanced soft tissue repair techniques. Surgeons attest to the improved functional outcomes and reduced recovery times experienced by their patients, underscoring the profound impact of our approach.

But our aspirations extend beyond success stories— we are committed to catalyzing a paradigm shift in the field of soft tissue repairs. By elevating our efforts to the next level, we aim to set new standards for surgical excellence and patient care.

As we embark on this transformative journey, we invite you to join us in shaping the future of surgical innovation and advancing the field of soft tissue repairs. Together, we can revolutionize patient care and leave a lasting impact on the lives of countless individuals worldwide.





We Innovate with Purpose

Innovating Safety: The Surge of Smoke Evacuation

The push for smoke-free operating rooms (ORs) has gained considerable momentum in recent years, fueled by growing awareness of the health risks associated with surgical smoke exposure. As the healthcare industry continues to prioritize patient and staff safety, the movement towards smoke evacuation is rapidly gaining traction, revolutionizing surgical practices and enhancing the quality of care.

At CONMED, we are committed to supporting this transformative movement by providing education and a comprehensive portfolio of high-quality smoke evacuation solutions. Our mission is clear: to facilitate a safer, smoke-free OR for every perioperative team member, physician, and patient.

The movement towards smoke-free ORs is not just a passing trend—it's a critical step towards improving workplace safety and protecting the health of surgical teams and patients. Surgical smoke, generated by the use of energy-based devices during procedures, contains harmful toxins and carcinogens that pose serious health risks when inhaled.

To address this pressing issue, CONMED offers a range of innovative smoke evacuation solutions designed to effectively capture and remove surgical smoke from the OR environment. From powerful smoke evacuation systems to disposable smoke evacuation pencils, our portfolio is engineered to meet the diverse needs of surgical teams and ensure optimal safety and efficacy.

In addition to providing advanced smoke evacuation technology, CONMED is actively engaged in educational initiatives aimed at raising awareness about the importance of smoke evacuation and promoting best practices for its implementation. By partnering with healthcare institutions and professional organizations, we strive to empower surgical teams with the knowledge and resources they need to create smoke-free environments.

As the momentum for smoke-free ORs continues to build, CONMED is proud to support this movement and champion the adoption of safer surgical practices. We applaud the efforts of US states that have already enacted legislation mandating smoke evacuation in ORs, recognizing the importance of protecting the health and well-being of healthcare professionals and patients alike.

By working together to embrace smoke evacuation, we can ensure a safer, healthier future for all those who work in and undergo surgery in the OR. Together, let's ignite change and pave the way towards a smoke-free surgical environment for generations to come.



About Our ESG Program

We know that a coordinated, thoughtful approach to ESG lends itself to a healthier, more sustainable future for our stakeholders, including CONMED employees, customers, vendors, shareholders, and community members. Our ESG strategy aligns with the scale of our business and the evolution of this important topic across the medical device industry.

Leadership of our ESG program starts with oversight by our Board of Directors, who receive regular updates on ESG strategy and related initiatives. As discussed in our Corporate Governance Principles, available on the [Corporate Governance](#) page of our website, the full Board of Directors is charged with the responsibility for risk oversight related to CONMED's ESG strategy. The full Board or its committees review and evaluate management's strategies, policies, activities, and approach to ESG.

In addition to oversight by the full Board, the ESG Steering Committee provides strategic direction and prioritization of ESG initiatives. The steering committee comprises a cross-functional group of senior leaders, including:

- Chair of the Board, President, and Chief Executive Officer
- Executive Vice President of Finance and Chief Financial Officer
- Chief Operating Officer
- Executive Vice President of Human Resources
- Chief Counsel
- Vice President of Global Manufacturing

Our ESG Program Leader provides daily management and oversight of our ESG program, and CONMED employees engage in impactful initiatives around the globe.

ESG GOVERNANCE STRUCTURE



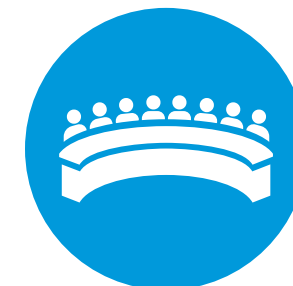
Board of Directors



ESG Steering Committee



ESG Leader



ESG Council

Environment





Environmental Responsibility

At CONMED, advancing our vision includes environmental responsibility. CONMED seeks to minimize our operation's environmental impact and is committed to full compliance with environmental laws and regulations.

We will continue to monitor our operations, develop our data collection, analysis, and reporting, and seek ways we can reduce our overall environmental impact including emissions, waste, water consumption, and costs. We are committed to reporting regularly on our operations and environmental issues.

The following Environmental disclosures include our principal manufacturing sites, Chihuahua, Mexico; Utica, NY; and Largo, FL, as they make up a significant portion of our environmental footprint. CONMED continues to work to apply the same data management process and procedures across these and other sites. Our internal audit team verifies the environmental metrics disclosed in this report.

Environmental Management System

CONMED has an established Environmental, Health, and Safety (EHS) Council, composed of our VP of Engineering and EHS team members from across our manufacturing and distribution operations.

The council is aligned with our ESG Program's strategic direction and priority initiatives. Among other initiatives, some highlights include:

- **Development of CONMED's internal capabilities to measure and understand the greenhouse gas emissions associated with our operations, and to identify areas of high impact as well as opportunities for reduction.**
- **Use of ISO 14001 and 45001 as a framework to harmonize an Environmental Management System across CONMED, and further build CONMED's ability to drive the execution of projects to improve CONMED's environmental stewardship.**

Our Utica, NY site is ISO 14001 certified. As part of this certification, we:

- **Provide relevant training to employees**
- **Manage clear processes to ensure we comply with environmental regulations**
- **Conduct regular, internal environmental audits**
- **Manage systems to identify significant risks, opportunities, and environmental impacts of our operations**
- **Evaluate our environmental performance**
- **Continually identify improvement opportunities**

Through the EHS Council's harmonization initiatives, we are applying certain processes similar to ISO 14001 to our Largo, FL and Chihuahua, Mexico sites. We continue to model our process and procedures on ISO best practices at our other primary facilities and evaluate the potential of ISO certification of these sites.



Energy Management

CONMED manages energy consumption through efficiencies and improvements and by supplementing our energy sourcing with clean, renewable generated energy where appropriate.

Total electricity consumed (kWh)

| FACILITY ▼ | YEAR ► | 2021 | 2022 | 2023 |
|---|--------|------------|------------|------------|
| Largo, FL | | 17,079,455 | 15,769,499 | 17,671,023 |
| Utica, NY | | 14,178,101 | 13,735,515 | 13,251,090 |
| Chihuahua, Mexico | | 8,037,620 | 8,376,090 | 8,266,150 |
| Total | | 39,295,176 | 37,881,104 | 39,188,263 |
| Total electricity intensity (kWh per thousand net sales) | | 38.88 | 36.23 | 31.48 |

Water Use

CONMED continues to manage and look to reduce the overall water consumption in our operations. One example of an ongoing initiative that recycles water is at our Chihuahua facility where water used in a manufacturing operation is reused for internal plumbing systems, specifically toilets. Currently, CONMED's principal manufacturing locations do not have water withdrawal or scarcity identified as a risk.

Water usage (cubic meter)

| FACILITY | YEAR | 2021 | 2022 | 2023 |
|--|------|---------|---------|---------|
| Largo, FL | | 51,395 | 51,830 | 50,422 |
| Utica, NY | | 56,878 | 72,221 | 72,221 |
| Chihuahua, Mexico | | 41,936 | 37,651 | 44,526 |
| Total | | 150,209 | 161,702 | 167,169 |
| Total water intensity (m3 per thousand net sales) | | 0.149 | 0.155 | 0.134 |

Waste Management

CONMED manufacturing operations has recycling programs such as eScrap, metal and machine turnings, cardboard, plastic, and paper. We place great emphasis on recycling or reuse of waste. We are continually looking for opportunities to reduce our waste and develop better processes to manage our waste. For example, in 2023 our Largo site developed a plastic recycling program.

The metrics below include our three main manufacturing sites – Chihuahua, Largo, and Utica – unless otherwise stated.

Waste (Metric Tons)

| | 2021 | 2022 | 2023 |
|-----------------------------------|---------|---------|---------|
| Hazardous¹ | 93.63 | 102.84 | 96.41 |
| Landfill Waste² | 1354.76 | 1559.97 | 1305.95 |

Recycling (Metric Tons)

| | 2021 | 2022 | 2023 |
|------------------------------|--------|--------|--------|
| eScrap | 10.50 | 27.62 | 19.29 |
| Metal | 148.73 | 178.31 | 142.48 |
| Cardboard² | 363.18 | 380.92 | 399.20 |
| Plastic³ | 390.56 | 420.53 | 437.46 |
| Paper⁴ | 3.93 | 7.62 | 4.11 |
| Used Oil | 42.69 | 71.55 | 57.43 |

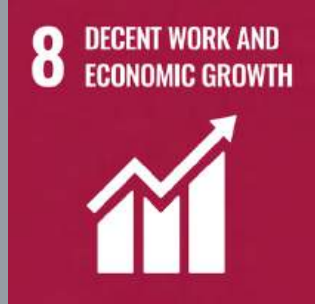
1. Hazardous waste does not include data on universal waste types from our U.S. operations as these are accounted for in our recycling data where applicable.

2. 2021 data does not include Utica site.

3. 2021 and 2022 data restated to include Utica site.

4. 2021 data does not include Utica site. 2022 data restated to include Utica.

Social





Patients

Product Safety and Quality

Our products are used around the world every day to diagnose, treat, manage, and alleviate health conditions in order to enable patients to live longer and healthier lives. Therefore, our products must be designed and manufactured with the primary consideration of the safety and health of our customers and patients. CONMED will comply with all legal and applicable regulatory standards. All required inspection, testing, and reporting obligations will be completed in an accurate and timely manner.

Our quality department is overseen by the Vice President of Quality Assurance and Regulatory Affairs, Customer Experience and Logistics. We are ISO 13485 certified, Medical Device Single Audit Program (MDSAP) certified, and EUMDR certified. CONMED is committed to maintaining a quality system that provides safe and effective products and services that meet the needs and requirements of our patients, customers, and company stakeholders. Assessment of potential risks is conducted throughout the lifecycle of the product in alignment with ISO 14971, Medical Devices – Application of Risk Management to Medical Devices.

CORRECTIVE ACTION PROCESS

CONMED's Corrective and Preventative Action (CAPA) process is a closed-loop process that manages CAPA projects from identification through investigation, planning, implementation, verification, review, and closure. Escalation to the CAPA process is assessed throughout the quality lifecycle of our products and processes.

QUALITY AUDITS

CONMED participates in internal, regulatory, and customer quality system audits to ensure compliance of the Quality Management System.



Patients

Patient Affordability and Pricing

We have a single purpose: to help improve patient outcomes through a commitment to advancing medical products so people live longer, better, and healthier lives. We're passionate about helping healthcare providers transform patient lives worldwide. We donate medical equipment to countries in need and support [TEAMFund](#), an organization that aligns with our vision to expand access to affordable, appropriate, and sustainable medical technologies that address unmet healthcare needs in the world's most resource-constrained populations.

Disclosure of Pricing

CONMED provides transparent and accurate pricing to our customers. Agreed upon terms or pricing are not discussed with any external party, including other customers.

CONMED sales and marketing has a pricing approval hierarchy to allow for review of pricing; local site pricing agreements are used for individual locations and take into consideration the customer needs and strategy.

A standardized customer proposal quotation tool is used globally to allow for pricing look-up, review, and generation of customer quotes. This tool is used by the global sales force to facilitate customer quotes for CONMED products.

Confidentiality clauses are used in Group Purchasing Organization, Integrated Delivery Network, Dealer Agreements, and Finance Agreements tied to pricing.





Employees

Workplace Health and Safety Program

We believe that providing a safe and healthy workplace for our employees is fundamental to our business success and essential to the engagement of our team members. This includes eliminating unsafe work practices, workplace injuries and illnesses, and promoting the health, safety and well-being of all employees, contractors, and visitors. Important objectives in achieving our vision include creating a positive safety culture, maintaining an effective safety management system, and reducing risk in the workplace. Our focus is not merely on compliance, but continued improvement of the overall health and safety management system. Some of our practices include:

- Utilization of a third-party compliance and risk management software to track incidents, including first aid and near-miss reporting as well as corrective action taken.
- Site leaders at CONMED manufacturing plants, distribution centers, and other locations have day-to-day responsibility for administering our safety management system, in collaboration with our Environment, Health and Safety (EHS) Council.
- Required health and safety compliance training for all employees, tailored to the specific job and task hazards associated with the position and/or location.
- Setting expectations for employees to take prompt action to identify, correct and/or elevate unsafe conditions/acts. Participation is measured and rewarded throughout the organization. Employee engagement in health and safety program initiatives through safety committees, hazard identification/reporting, employee suggestions, and practice drills.

Our health and safety metrics are detailed below and cover our U.S. and Mexico operations.

Recordable Incident Rate

The average TRIR for the medical device industry is 1.6, with CONMED well below the industry average.

| | 2021 | 2022 | 2023 |
|------|------|------|------|
| TRIR | 1.02 | 0.65 | 0.94 |

Days Away, Restricted, or Transferred (DART) Rate

The average DART for the medical device industry average is 0.9, with CONMED well below the industry average.

| | 2021 | 2022 | 2023 |
|------|------|------|------|
| DART | 0.57 | 0.38 | 0.67 |





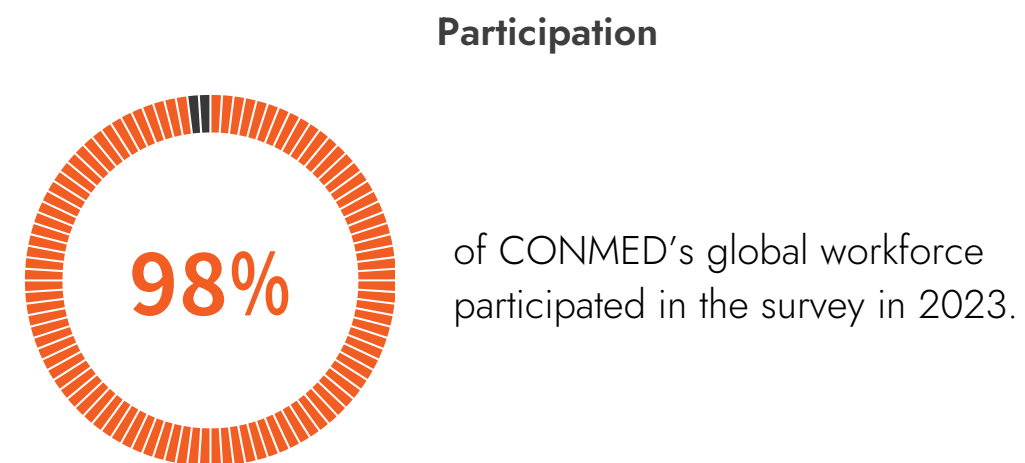
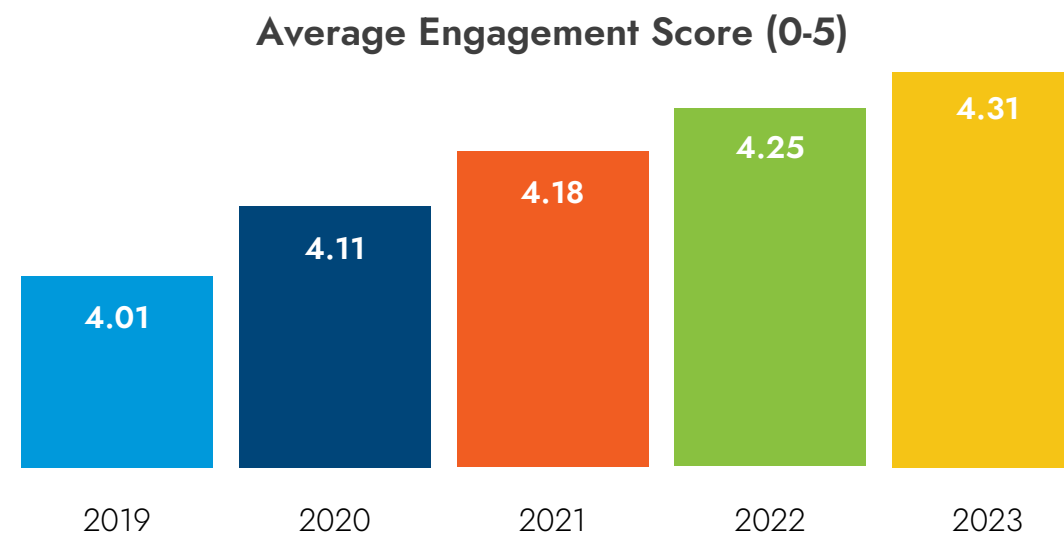
Employees

Employee Engagement

We believe in the power of engaged talent at CONMED because we know that our people are making a difference for our global customers and their patients every day. Higher levels of employee engagement are most attainable when engagement is made a way of life and engrained into our culture. This is why “We Believe in the Power of Engaged Talent” was identified as one of our pillars of excellence.

Employee Engagement Survey

Measuring engagement shows what is working well and where we have opportunities to improve. CONMED utilizes the Gallup Q12 Employee Engagement Survey and action planning sessions on an annual basis to both measure engagement and provide a basis for incorporating engagement conversations and concepts into everything we do. 98% of our global workforce participated in the 2023 engagement survey, and all team members were invited to participate in subsequent team action planning sessions. During these sessions, survey results are reviewed and discussed. Additionally, the team agrees upon action items they can take to improve engagement and make CONMED an even better place to work. Following these sessions, managers meet with their teams periodically to discuss progress on agreed-upon action items. Due to the commitment of our global team members, CONMED’s overall average global engagement score has increased year-over-year.





Employees



Engagement Committee

CONMED’s Utica, NY based team formed an Engagement Committee in 2023. The committee’s mission is to energize engagement amongst CONMED employees through exposure and sustainable connections within the local community, where CONMED can make a positive impactful impression on others.

“ Since forming this committee, we’ve established a more consistent approach to inclusive relationship building across the multiple working groups based at the Utica site. It’s been great to hear feedback from employees at the events we’ve held so far, and we’re looking forward to building on this in the future.

Madison P., Committee Chair, Quality Engineer III ”



We had two countries win the distinguished award of Great Places to work in 2023 which explains the environment they create both around professional growth and personal wellbeing. Our Mexico facility won Mexico’s Great Place to Work in 2023 for the 11th year in a row and also ranked 14th in Mexico’s Great Place to work for Women. Also, our CONMED Canada team took home the honors of Great Places to work in 2023.





Employees

Training

CONMED invests in developing engaging, interactive training for employees. Online training offerings include compliance, environmental health and safety, and skill development topics such as working effectively in a remote environment.

Our various business units and functions provide job-specific development and training programs. For example, sales representatives complete training on topics including clinical training related to the respective specialties served, sales effectiveness, and sales foundations. Other examples of job-specific training include good manufacturing practices, quality management system policies and procedures, and technical training for systems and programs used by various team members.

In 2023, we took major steps to overhaul the technical training programs at our Largo, FL site. This new program involves a more comprehensive, efficient, and effective training system in our disposables factory and also contributes to a greater sense of accomplishment and success experienced by new hires.





Employees

Development

CONMED recognizes that development is most effective when customized to an employee’s unique experiences and interests. In this spirit, CONMED employees and managers utilize various tools such as the annual performance review process and Individual Development Plans (IDP)s to facilitate a specific individual’s career growth.

On an annual basis, we offer a self-appraisal workshop for employees. This workshop was developed to encourage employees to adopt a growth mindset while reflecting on their accomplishments and setting goals for the upcoming year.

In 2023, we revamped our new hire orientation for hourly workers in our major U.S. manufacturing and distribution sites. This expanded program promotes increased understanding of our shared values, products and customers, in addition to imparting essential skills and knowledge to help new hires succeed. As a result, the turnover rate in the first 30 days decreased by almost 50% in the first 30 days at the first site where this program was launched.



“Everything I do is challenging but in a good way. Challenges me to be the best that I can be at what I do because someone, out there, is depending on me.”
Hourly Employee, Largo Site, FL

In order to better support our global employee base, we offered live translation support in December for our self-appraisal workshop.

“Local language service is remarkable. This consideration is really appreciated for the Asian region.”
CONMED Employee, China

“The live translation is perfect. It is essential to have it.”
CONMED Employee, Italy

“This [translation tool] was very useful for me and deepened my understanding. Thank you very much.”
CONMED Employee, Japan



Employees

Internship Program

At CONMED, we believe in the power of engaged talent at all stages of their careers, including interns and new college graduates. We value the diversity they bring to our teams and strive to create an environment where we can combine our passions to deliver exceptional results. To support this focus, CONMED offers a hands-on and immersive summer internship program designed to provide current students with the exposure, experience, and development needed to launch a successful career at CONMED, post-graduation.

Internship Program highlights include networking opportunities with senior leaders and recent college graduates, feedback and coaching, professional development sessions, cross-functional job shadowing opportunities, a core business project, and more. CONMED recruits qualified internship candidates from multiple universities, and partners with student organizations that represent numerous aspects of diversity in their membership.

For more information about our Internship Program, visit our [careers site](#).





Employees

Benefits

To engage and retain our employees, we offer comprehensive benefits packages to meet the needs of employees and their families. Our robust benefits offerings vary from country to country, dependent on local market practices. We regularly evaluate our benefits offerings to ensure their competitiveness.

Some examples of benefits available to U.S. employees include:

- Major Medical and Pharmacy Coverage
- Company-Paid Short and Long-Term Disability
- 401(k) with a generous company match
- Employee Stock Purchase Plan (offering periods available after 90 days of full-time regular employment)
- Company-Paid Life Insurance
- Employee Assistance Program (EAP)

Additionally, available for employees of any age globally, our Tuition Reimbursement program is in place to support colleagues who are continuing their education in both the undergrad and graduate arenas. This program is offered to employees to maintain and improve job-related skills and enhance their ability to complete for reasonably attainable jobs within CONMED. Employees seeking to further their education through attainment of a degree or accredited credentials are eligible for reimbursement of up to \$5,250 per year.

For more information, see [benefits at CONMED](#).

Equitable Compensation

CONMED is committed to pay equity for all employees. We conduct an annual review of our pay equity globally by role, location, and gender, and also, by ethnic diversity in the U.S. If any pay equity issues are identified that cannot be explained by historical performance, time in role, tenure, or other job-related factors, a plan is put in place to promptly address the inequity.



Employees

Employee Wellness

As part of our dedication to supporting our employees, a number of our benefits are offered to help our employees through life outside of work.

Physical wellness:

Employees enrolled in CONMED's domestic medical plan have access to wellness benefits including gym member discounts and discounts on wellness products such as cooking supplies and fitness equipment.

Financial wellness:

All regular domestic employees have access to several financial wellness resources through our 401(k) vendor Fidelity, including video libraries with educational content, a debt analysis tool, a financial wellness tool, and more!

Mental wellness:

All regular global employees have access to an Employee Assistance Program that offers endless resources on mental health, daily life assistance, legal and financial services. The EAP also offers unlimited telephonic visits with a counselor, and 5 face-to-face visits (virtual or in person) with a counselor, per person, per issue, per year.





Employees

Diversity, Equity, and Inclusion

Diversity and the demonstration of Inclusion mean openness: a willingness to seek, understand, and appreciate perspectives different from your own, independent of the topic. Make no mistake, the goal at the onset is simply the demonstrated willingness and capacity to listen, understand, and appreciate varied perspectives on a given topic. A demonstrated commitment to Diversity and Inclusion is vital to CONMED's success as we seek out individuals who bring their unique differences to our company. To do this, we must demonstrate an openness to discovering new opportunities and new ways of looking at the same problem or challenge.

This diversity of thought is best explored in an environment where we include all people independent of their differences, whether it is gender, race, ethnicity, geography, education, experience, political views, sexual orientation, age, religion, citizenship, national origin, or all the other elements that uniquely make up the fabric of individuals. As important, to truly hear these many unique voices, it is imperative that EVERY individual feels respected and valued so that all can contribute to their highest potential.

As we look at CONMED today and when we talk about diversity and inclusion, the reality is that organizations that have diverse teams and inclusive environments drive higher engagement, better innovation, and increased problem-solving and returns as compared to those that do not. Treating people of all backgrounds fairly and equally is fundamental to a thriving culture based on meritocracy.

Imagine what we could do together.

Management

Our management team is responsible for strategy and execution on diversity at CONMED. The Board is responsible for ultimate oversight and receives regular updates on diversity metrics and initiatives.





Employees

Targeted Recruitment

CONMED strives to source diverse slates of candidates for open positions. There are several programs and practices in place to support our efforts to recruit and place individuals with diverse identities and backgrounds, including:

- Selecting interviewers with a variety of identities and experiences
- Partnerships with recruitment agencies specialized in supporting military personnel looking to transition into fulfilling civilian careers
- Partnerships with executive search firms who specialize in diverse recruitment
- Attendance at virtual hiring events serving transitioning Junior Military Officers (JMOs), such as those hosted by Cameron-Brooks
- Attendance at recruiting events with organizations serving diverse populations such as University of South Florida Society of Asian Scientists and Engineers (SASE), University at Buffalo Society of Women Engineers (SWE), Colorado University Boulder Veterans and Military Affairs, Colorado School of Mines National Society of Black Engineers (NSBE), Historically black colleges and universities (HBCUs) such as Howard University and Texas Southern University & Minority Serving Institutions
- Posting open positions on Circa (formerly America's Job Exchange), which further disseminates our job openings to sources targeting job seekers with disabilities
- CONMED-hosted HBCU and Society of Women Engineers Professional Development Program, a virtual multi-part event involving resume workshops, interviewing skills, introduction to the medical device industry and networking opportunities
- Strategic partnerships and active involvement with diversity focused national technical societies and local chapters: Society of Women Engineers (SWE), Society of Asian Scientists & Engineers (SASE), and National Society of Black Engineers (NSBE)
- Ongoing partnership with The Center, a nonprofit organization dedicated to helping refugees and immigrants successfully settle in the Mohawk Valley region of New York

2023

Workforce Diversity Metrics

53%

Female (Global)

33%

Ethnic Diversity (U.S.)



Community

Community Engagement

CONMED as an organization, and each individual CONMED team member, makes a difference for our customers, our loved ones, and the communities where we operate every day.

United Way



In the U.S., CONMED partners with the United Way, an organization uniquely positioned to serve the greatest needs in the individual communities they serve. Through an annual workplace fundraising campaign, CONMED pledges a corporate-level campaign gift, and individual team members have the opportunity to make a financial gift of their own.

CONMED teams organize initiatives during the campaign and throughout the year to both raise money for local United Way organizations and to build awareness of the contributions United Way organizations make in their respective communities.

TEAMFund



Our shared CONMED vision is to empower healthcare providers worldwide to deliver exceptional patient outcomes. As CONMED delivers sustained exceptional results, our potential impact and ability to make a difference increases. One way CONMED has furthered our vision is through a 2023 financial contribution to benefit TEAMFund's efforts to improve the lives of low-resource, underserved global populations by increasing access to affordable, appropriate, and sustainable medical technologies that effectively address unmet clinical needs.



Community

Community Spotlights

New Haven, Connecticut



Members of the New Haven, CT based team volunteered with a group called "Gather New Haven," with a maintenance project at the local English Street Community Garden.

Denver, Colorado



As a part of CONMED's 2023 United Way Campaign, the Denver-based team contributed to the Mile High United Way's Annual Children's Holiday Party. Through both a toy drive and a "Bike Build," the team collected over 75 toys and built fifteen bikes to donate for distribution to local families in need.

Toronto, Canada



Members of the CONMED team based in Canada participated in the CN Tower Climb for the United Way of Greater Toronto. During this fundraising event, team members climbed the 1,776 steps of the famous CN Tower.

Canada



The Canada-based team supported the Food Banks of Canada to help fight hunger for the seventh year through both fundraising and a food drive.

Denver, Colorado



Members of the Denver based team volunteered at Veteran Affairs Medical Center in honor of Veterans Day.

France

The team hosted a Walking Challenge to engage team members and benefit the community. Team members tracked the number of steps throughout the challenge period. CONMED then made a monetary donation to associations chosen by each of the three participants who tracked the most steps.

Governance

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS





Business Ethics

Compliance Program

Our Compliance Program is administered by a dedicated Compliance Senior Director and overseen by our Corporate Compliance Committee, which comprises key executive leaders including CONMED's Chair of the Board, President, and Chief Executive Officer, as well as the EVP Finance and Chief Financial Officer, Chief Operating Officer, General Counsel, EVP Human Resources, and Compliance Senior Director. Sub-Compliance Committees representing business units and international geographies are in place as well to ensure compliance is operationalized in all aspects of CONMED's business. The full Board has oversight of our compliance program and the Audit Committee receives regular reporting from our Compliance Senior Director.

Code of Business Conduct and Ethics

At CONMED, we aren't just focused on getting the job done but also on how we achieve results. Our Code of Business Conduct and Ethics serves as the foundation for how we conduct business – ethically and in compliance with applicable laws and regulations. The Code not only outlines the rules we have committed to follow, but also the principles and fundamental values that form the basis of how we operate and make decisions.

We are committed to an environment where open, honest communication is expected and encouraged. We want all CONMED employees to feel comfortable approaching their supervisor or management when they have compliance-related questions or in instances where they believe violations of policies or standards have occurred. All employees are trained annually on ethics, compliance, anti-corruption, and bribery, including the Code of Business Conduct. Management certifies the Code on an annual basis.

The reputation and ultimately the profitability of CONMED depends on each individual director, officer, manager, employee, and representative, acting in an ethical manner. Accordingly, they are all personally responsible for compliance with this Code.

See our [policies webpage](#) for more information about the Global Compliance Program and Code of Business Conduct and Ethics.

Ethical Marketing

Interaction with Healthcare Professionals

At CONMED, we recognize that Healthcare Professionals play an essential role in the development, testing, and training involved in producing safe and effective medical devices. We also recognize that the best interests of the patient can be well served by a collaborative relationship with Health Care Professionals. Our goal in developing the Health Care Compliance Program is to ensure that our collaborative relationships do more than merely comply with applicable laws, regulations, and government guidance—we aim to meet the highest ethical standards and achieve appropriate transparency so as to surpass the minimum standards of compliance. In support of our Code and in alignment with the AdvaMed Code of Ethics, our Healthcare Compliance Program outlines key standards related to our operations as a healthcare company.

See our [policies webpage](#) for more information about the Healthcare Compliance Program.

See the [AdvaMed website](#) for more information about the AdvaMed Code of Ethics.

Product Labeling

CONMED recognizes that ensuring access to truthful and non-misleading information relating to its products is critical to Health Care Professionals' ability to exercise medical judgment, to provide high quality care, and to safely use available Medical Technology. Health Care Professionals may use a product for any use that they determine is in the best medical interests of their patients. This includes uses that are contained in CONMED's product labeling or otherwise consistent with such labeling, but it could also include uses that are not approved or cleared (i.e. "off-label" uses). As recognized under U.S. law and by the FDA, off-label use of these medical devices can be an important part of medical practice and may even constitute a medically recognized standard of care. CONMED has developed policies and controls that incorporate principles of applicable law and guidance relative to communications about its medical devices.





Whistleblower Policy

CONMED supports any person who wishes to raise a compliance question or report a concern in confidence, so we provide our CONMED Hotline, which is hosted by a third-party hotline provider and available 24 hours a day, 7 days a week, in multiple languages. CONMED employees and other parties, such as suppliers, distributors, vendors, and customers, have the option of using the CONMED Hotline anonymously. We encourage our employees and those we do business with to leverage our open-door policy to bring up any questions or concerns so that CONMED can take action to ensure compliance requirements are understood and potential noncompliance is promptly investigated and addressed via corrective action where appropriate. To encourage employees to report any violations, the Company will not allow retaliation for reports made in good faith. We recognize that this open communication is critical to maintaining our culture of compliance and living our CONMED value: 'We Do Things the Right Way.'

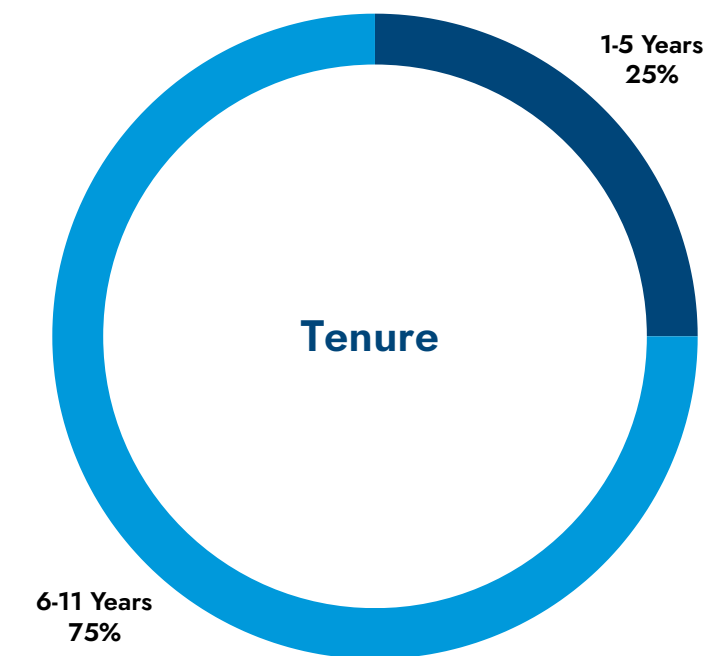
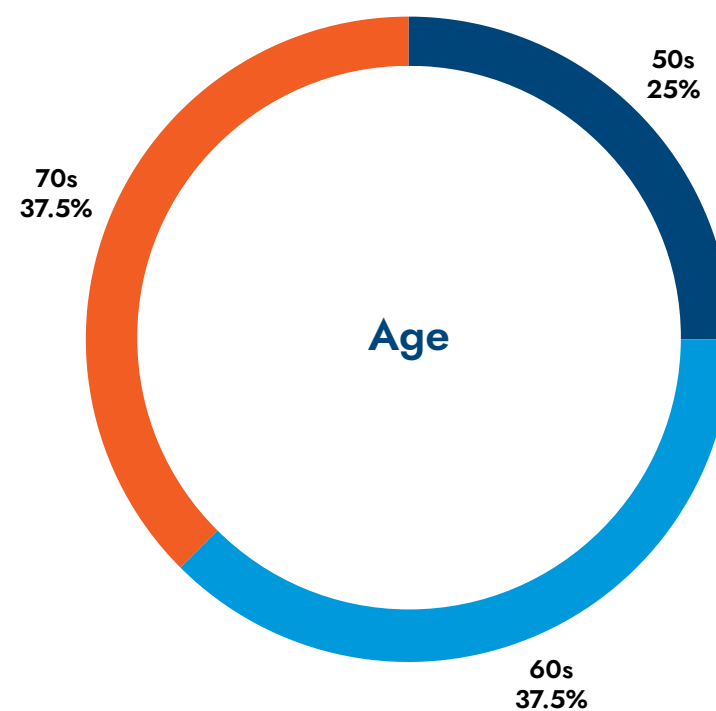
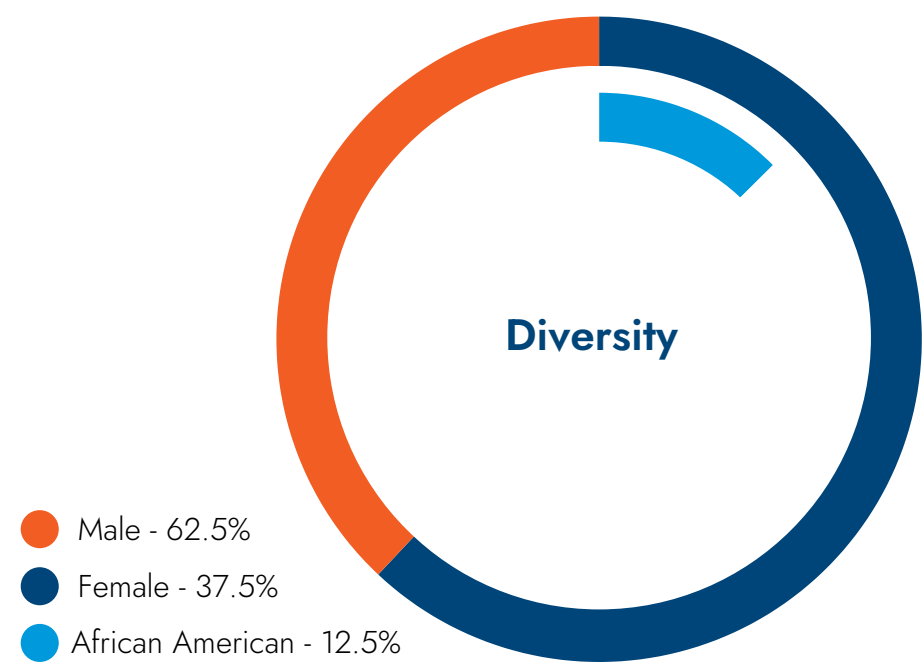
Please see our [CONMED Hotline website](#) for more information.

Corporate Governance

- 100% independent standing board committee
- Committee chair rotation every 5 years
- Annual director elections
- Majority vote for directors (plurality for contested elections)
- Annual board and committee self-evaluation
- Director term limit
- Shareholder right to call special meetings
- Shareholder right to act by written consent
- One-Share, One-Vote
- 50% vote standard for bylaw and charter amendments

View our [Corporate Governance](#) webpage for more information.

Board Demographics*



Supply Chain Management

Supply Chain Management

CONMED's global supply chain management team consists of dedicated specialists in strategic sourcing, commodity management, procurement, and supplier quality engineering. Our team has invested significant effort into the development of our Supplier Quality Management process, which provides a structured framework for the control of supplied product intended for use in our heavily regulated medical device industry.

All CONMED suppliers agree to permit audits, when necessary, either by CONMED personnel, or by third party which is typically BSI (CONMED's Notified Body). Details are outlined in the Supplier Quality Agreement.

CONMED seeks out supply partners that are certified to industry quality standards including cGMP, ISO 13485, and/or ISO 9001. In unusual circumstances of an absent third-party certification (eg. ISO 9001 / 13485), depending on the product, its application, value, and criticality, the CONMED Supplier Quality representative performs a risk analysis and may authorize the acceptance of other evidence of compliance. This may include second party (CONMED) audit or first-party (self) assessment to the applicable criteria above, or to a set of alternative basic quality requirements.

Traceability within Supply Chain

CONMED has an Enterprise Resource Planning (ERP) system, which is used by multiple functions in the organization. The software and hardware is maintained by CONMED's IT (Information Technology) group. The ERP system enables traceability through the distribution chain by storing lot and serial numbers for products, in addition to expiration data.

Vendor Code of Conduct

See our [policies webpage](#) to view our Supplier Handbook. CONMED performs audits on suppliers to ensure compliance with our policies and handbook.



Human Rights

CONMED is committed to the respect of human rights and upholding labor standards. As a medical device company, this respect and commitment is central to the success of CONMED's entities in all the communities in which we operate.

CONMED's Human Rights and Labor Standards Policy is aligned with the principles established within the Universal Declaration of Human Rights and, in combination with CONMED's Mission Statement and Vision Statement, reinforces the commitment to ensuring all internal and external stakeholders are treated with dignity and respect.

As part of due diligence when entering into acquisitions, new operations and other contractual arrangements, CONMED seeks to ensure any labor standards and human rights issues are identified and assessed. Likewise, our human rights and labor standards are incorporated into our Supplier Code of Conduct, which includes an audit program that seeks to document compliance with suppliers' performance with respect to human rights compliance (including human trafficking, labor conditions and slavery).

CONMED's executive leadership is responsible for setting the ethical code and overseeing compliance. It is, however, the responsibility of each CONMED employee to adhere to these standards.



Appendix



Appendix

| SASB Metric | SASB Code | SASB Code |
|--|--------------|---|
| Affordability & Pricing | | |
| Description of how price information for each product is disclosed to customers or to their agents | HC-MS-240a.2 | Disclosure of Pricing, pg. 16 |
| Product Safety | | |
| (1) Number of recalls issued, (2) total units recalled | HC-MS-250a.1 | No material recalls reported in 2023. For more information on our safety and recall protocols, see our 2024 10-K. |
| Products listed in any public medical product safety or adverse event alert database | HC-MS-250a.2 | None. |
| Number of fatalities associated with products | HC-MS-250a.3 | None. |
| Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type | HC-MS-250a.4 | None. |
| Ethical Marketing | | |
| Total amount of monetary losses as a result of legal proceedings associated with false marketing claims | HC-MS-270a.1 | None. |
| Description of code of ethics governing promotion of off-label use of products | HC-MS-270a.2 | Ethical Marketing, pg. 31 |
| Supply Chain Management | | |
| Percentage of (1) entity's facilities and (2) Tier 1 suppliers' facilities participating in third-party audit programs for manufacturing and product quality | HC-MS-430a.1 | Supply Chain Management, pg. 34 |
| Description of efforts to maintain traceability within the distribution chain | HC-MS-430a.2 | <u>CONMED Conflict Minerals Policy</u> |
| Description of the management of risks associated with the use of critical materials | HC-MS-430a.3 | HC-MS-430a.3 |
| Business Ethics | | |
| Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption | HC-MS-510a.1 | None. |
| Description of code of ethics governing interactions with health care professionals | HC-MS-510a.2 | Ethical Marketing, pg.31 |



ESG 2023

Environmental, Social, and Governance Report

