

**ONE COMPANY. ONE TEAM. ONE SHARED PURPOSE.**

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## Information Relating to Forward-Looking Statements

This Report contains certain forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended, and Section 27A of the Securities Act of 1933, as amended. Statements that do not relate strictly to historical or current facts are based on current expectations, estimates, projections, opinions or beliefs of Enovis, its affiliates, subsidiaries or its sources of information (collectively, the "Company") as of the date of this Report. Such statements are forward-looking and are usually identified by the use of words such as "seek," "strive," "anticipate," "estimate," "could," "would," "will," "may," "forecast," "approximate," "expect," "project," "intend," "plan," "believe" and other words of similar meaning, or the negative thereof, in connection with any discussion of future operating or financial matters. The forward-looking statements included in this report involve known and unknown risks, uncertainties and assumptions. If any such risks or uncertainties materialize or if any of the assumptions prove incorrect, that could cause actual results to differ materially from projected results expressed or implied by the forward-looking statements in this report. Accordingly, investors should not place undue reliance on forward-looking statements as a prediction of actual results or actual performance. We based these forward-looking statements on current expectations and assumptions about future events, taking into account information currently known by the Company. These expectations and assumptions are inherently subject to significant business, economic, competitive, regulatory and other risks and uncertainties, many of which are difficult to predict and beyond our control. Additional risks of which the Company is not currently aware could cause actual results to differ. The risks and uncertainties that may affect the operations, performance and results of our business and forward-looking statements include, but are not limited to, those set forth in this report and in the documents the Company files from time to time with the Securities and Exchange Commission. Any forward-looking statement speaks only as of the date on which such statement is made, and the Company assumes no obligation to correct or update any forward-looking statement, whether as a result of new information, change of strategy, or otherwise, except as required by law. Materiality is used within this report to describe issues relating to environmental, social and governance strategies or matters that we consider to be of high or medium importance in terms of stakeholder interest and potential business impact. Materiality, for the purposes of this document should not, therefore, be read as equating to any use of the word in other Enovis reporting or filings. No part of this report shall be taken to constitute, an invitation or inducement to invest in Enovis, nor should this report be relied upon in making investment decisions.

## ABOUT THIS REPORT

We are pleased to present Enovis Corporation's 2024 Corporate Social Responsibility ("CSR") Report. This report supplements and updates our 2023 CSR Report, and details Enovis' CSR program, with a focus on how our CSR program aligns with our corporate purpose, values and behaviors.

It highlights initiatives that are currently underway, as well as our future plans to respond to evolving environmental, social and governance topics and issues that are of interest to our shareholders, customers, suppliers, employees and other stakeholders. This year, where appropriate, we have again endeavored to align our disclosures with the Sustainability Accounting Standards Board's ("SASB") industry-specific standard for medical equipment and supplies. A SASB index, which outlines how our existing disclosures align with the recommended SASB industry standard, is included at the end of this report.

Unless otherwise noted, this report describes our CSR efforts, initiatives and performance for the year ended December 31, 2024. While we have established internal processes to ensure that our reporting is as accurate as possible, including independent verification by members of our internal audit team, the data in this report has not been externally assured.



## A MESSAGE FROM OUR CEO

At Enovis™, we continue to shape the future of healthcare. As we continue to grow, innovate and expand our global footprint and impact, one thing stays the same: our commitment to Creating Better Together.

**One company. One team. One shared purpose.** We are dedicated to improving lives around the world by developing clinically differentiated medical technology solutions that enhance outcomes and restore motion for life. Every day, we collaborate across the globe with the brightest minds in health to advance smarter, personalized, and effective care—all while streamlining operations for surgeons and clinicians so they can focus on what matters most: their patients. We achieve this through our extraordinary talent, a relentless focus on innovation, strategic acquisitions, and a shared culture of continuous improvement.

In 2024, through our acquisition of LimaCorporate, we continued to expand our thriving International Surgical business. As we opened new facilities, formed strategic partnerships, and enhanced our manufacturing capabilities, we remained driven by our singular purpose of Creating Better Together.

**One company, many innovations.** Our growth goes beyond strategic acquisitions and expansion; it is shaping the future of possibility. Through our Enovis Growth Excellence (EGX) processes, we aim to deliver innovation and continuous improvement across every part of our company. During the past year, we launched key products and technologies that improve patient outcomes, which are highlighted in this report. These innovations reflect not only our commitment to growth, but also the

positive impact we have on the lives of healthcare professionals, their patients, and the communities we serve.

**One company that stays true to its values.** As we expand our global presence, we are committed to the same high standards that have always defined us. Integrity governs everything we do, from prioritizing safety and corporate social responsibility to fostering a workplace grounded in a culture that empowers our employees to create better every day. We invest in the best global talent, and our team members bring our purpose to life through volunteering and charitable activities.

**One bright future ahead.** I am incredibly proud of our team's unwavering dedication to excellence and passion for improving patient outcomes. Together, we achieved remarkable milestones in 2024, building momentum for future successes while delivering outstanding results in an ethical, accountable, and responsible manner. I invite you to explore our 2024 Corporate Social Responsibility Report to see how the combined strength of our efforts is making a valuable difference.

Matthew L. Trerotola  
Chief Executive Officer



## ABOUT ENOVIS

Enovis is a global medical technology innovator dedicated to improving lives by developing clinically differentiated solutions that enhance patient outcomes and restore motion for life.

We strive to make each day better by partnering with the brightest minds in health to advance care that is smarter, personalized and more effective, while improving operational efficiency for surgeons and clinicians around the world. We do this through our extraordinary talent, a relentless focus on innovation, strategic acquisitions and a common culture of continuous improvement.

We operate through two attractive business segments that are positioned for significant growth and value creation. Our fast-growing Reconstructive segment offers a comprehensive suite of reconstructive joint products for the hip, knee, shoulder, elbow, foot, ankle and finger. Our Prevention and Recovery segment supports patients on either side of surgical intervention, delivering the full spectrum of care. It includes rigid and soft orthopedic bracing, hot and cold therapy, bone growth stimulators, vascular therapy systems and compression garments, therapeutic shoes and inserts, electrical stimulators used for pain management and physical therapy products.

Our products are used by orthopedic specialists, surgeons, primary care physicians, pain management specialists, physical therapists, podiatrists, chiropractors, athletic trainers and other healthcare professionals to treat patients with musculoskeletal conditions resulting from degenerative diseases, deformities, traumatic events and sports-related injuries. We reach a diverse customer base through multiple distribution channels, including both independent distributors and direct salespeople, and provide a wide range of medical devices and related products to orthopedic specialists and other healthcare professionals operating in a variety of patient treatment settings and to retail consumers.



### 2024 Highlights

- Acquired LimaCorporate S.p.A. ("Lima"), significantly expanding our global Recon business
- 5 grand opening celebrations around the world
- Product milestones and highlights
- MotionMD® software platform reaches 10 million patient agreement milestone

# 2024 HIGHLIGHTS



**5**  
GRAND OPENING CELEBRATIONS

ENGLAND  
UK

SAN DANIELE  
ITALY

MORSDORF  
GERMANY

LISBON  
PORTUGAL

AUSTRALIA/NZ

**2024 FEATURED PRODUCTS**

 **ALTIVATE REVERSE:**  
113K+ PATIENTS SUPPORTED

**MOTIONMMD** +  
10M PATIENT AGREEMENTS

 **DYNANAIL TTC:**  
6,000+ IMPLANTS SINCE LAUNCH

 **15W LIGHTFORCE FXI THERAPY LASER MADE IT TO THE OLYMPICS**

**LASER THERAPY WAS USED TO TREAT**



**80+**

MUSCULOSKELETAL, WOUND, AND NEUROLOGIC CONDITIONS THIS YEAR.

**ENOVIS™**  
IN THE SPOTLIGHT

**94M**  
MEDIA IMPRESSIONS

**5**  
AWARDS

**MOTIONMMD®**



**10 MILLION**  
PATIENT AGREEMENTS AND COUNTING



## LIVING OUR VALUES IN PURSUIT OF OUR ONE SHARED PURPOSE— CREATING BETTER TOGETHER

Our thoughtful and ethical way of doing business ensures our actions positively impact our patients, our culture and the world around us.





## OUR VALUES

Our values shape the way we work. They guide us and drive us to be better each day.

>>> **Continuous improvement** is our core value and is the foundation of creating better together. It's in our DNA, and it's what makes us great.

>>> We are focused on **delivering** market-leading growth and extraordinary shareholder value in an ethical, accountable and responsible manner.

>>> We are never satisfied with the status quo and believe **innovation** is essential to our Company and the people we serve.

>>> We challenge. We keep score. We win—by working together to be the best **team**. Collaboration is essential to our way of work. Our business thrives because of the strength of our teams. Together, we are the best!

>>> We partner with healthcare professionals to provide leading products and solutions that enable them to deliver exceptional service and care to the **patients** they serve.





## OUR BEHAVIORS

We have defined specific behaviors and approaches to ensure that how we work is effective and true to our values.

Modeling these behaviors every day allows us to deliver on our commitments to our employees, healthcare professionals, patients, shareholders and the communities where we operate.



### Focused Curiosity

We prioritize and ask, “Why?” and “How?” to solve today’s problems and develop new, better solutions for tomorrow.



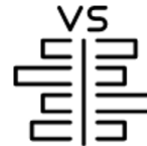
### Thoughtful Speed

We have a bias to action, yet we are thoughtful and deliberate in the way we proceed.



### Collaborative Empowerment

We are each responsible for creating sustainable change—but winning is a team effort.



### Positive Competition

We strive to be the best, and we celebrate wins along the way against top benchmarks.



### Transparent Accountability

We talk openly about potential issues and opportunities and take accountability for delivering results.

## Enovis™ Growth Excellence (EGX) Business System

Our unique business management system, Enovis Growth Excellence (EGX), guides the way we operate. EGX incorporates processes from our recently acquired medical device businesses to empower and enable our talented people to drive continuous improvement and consistent growth.

The EGX business system is purpose-driven and values-based, but it's much more focused on executing the strategies and processes that will accelerate our growth and expansion efforts in the medical technology space. It embraces a more balanced commercial and operations approach so there are winning tools for everyone around the Company—not just those team members who work in a production environment.

### HOW IT WORKS

EGX provides the tools, techniques and values that ensure we are continuously improving our ability to meet or exceed customer requirements each and every day. EGX leverages our culture of continuous improvement to rapidly uncover and execute growth opportunities. It is a teachable and repeatable process that creates value for all stakeholders.

#### Tools

We identify the right tools to define and solve problems, apply lean practices, promote growth and improve business operations.

#### Process

We drive improvement by applying our core EGX processes, learning from the results and adapting as needed.

#### People

We foster collaboration to build a deep culture of continuous improvement across all of our business teams.

### Voice-of-Customer Research

Each year, our team members develop strategic plans based on customer insight research. We know listening and understanding are the best ways to provide them with the world-class quality, delivery and growth they require. This voice-of-customer research allows our businesses to have a clear picture of our market realities, our threats, our risks, our opportunities and, ultimately, our path forward.

### EGX Delivers Results

We apply the principles of EGX at Enovis locations around the world to drive continuous improvement while creating superior value for our stakeholders. From voice-of-customer research to management processes, EGX offers a variety of flexible and effective resources that deliver powerful results—regardless of geography or business platform. Over time, EGX has allowed us to maintain a key focus on our customers, set aggressive targets and grow organically. The systematic methodology that EGX provides helps ensure we execute on and sustain our long-term business objectives by keeping continuous improvement at the center of everything we do.

enovis™

EGX ENOVIS  
GROWTH  
EXCELLENCE



## Our Commitment To Corporate Social Responsibility

Our continuous improvement culture extends to our management of environmental, social and governance (“ESG”) considerations. We actively identify and manage ESG considerations that may be material to the long-term sustainability of our business. We take ESG-related risks and opportunities into account in our strategic decision-making, both by the Board and management. ESG matters are managed and monitored by senior management throughout the year. The Board exercises oversight over ESG matters at the full Board level and through our relevant committees.

Our Nominating and Corporate Governance Committee has primary responsibility for reviewing the Company’s undertakings with respect to ESG matters, and reviews ESG trends and developments as a standing agenda item at each meeting. The Nominating and Corporate Governance Committee coordinates with our Audit Committee and Compensation and Human Capital Management Committee (the “CHCM Committee”) on ESG matters that implicate the responsibilities of such committees. For example, the Audit Committee reviews the Company’s policies and risk management with respect to cybersecurity and the CHCM Committee reviews the Company’s strategies and policies related to such matters as diversity, inclusion, pay equity, corporate culture, talent development and retention.

## Corporate Governance, Compliance and Ethics Principles

Our Board sets high standards for our team members, officers and directors. Implicit in this philosophy is the importance of sound corporate governance. It is the duty of the Board to serve as a prudent fiduciary for shareholders and to oversee the management of our business. To fulfill its responsibilities and to discharge its duty, the Board follows the procedures and standards that are set forth in our [Corporate Governance Guidelines](#). These guidelines are subject to periodic modifications as the Board of Directors deems appropriate in the best interests of the Company or as required by applicable laws and regulations.

Our Board is currently composed of ten directors with diverse backgrounds, skills and experience, which we believe contributes to the effective oversight of the Company.



## Additional Corporate Governance Highlights

- » Annual election of directors
- » Majority voting standard in uncontested director elections
- » No stockholder rights plan
- » Robust stock ownership requirements for directors and executive officers
- » Annual Board and Committee Self-Assessment
- » Strong Lead Independent Director
- » Documented commitment to Board diversity in our [Corporate Governance Guidelines](#) and [Nominating and Corporate Governance Committee Charter](#)
- » Formal Audit Committee oversight of risk management and risk assessment related to information technology and cybersecurity

## SPOTLIGHT STORY

### Enovis Mexico Supports Domestic Violence Victims and Provides a Safe Place of Shelter

Violence against women is a major, worldwide public health problem and a violation of women's human rights. Estimates published by the World Health Organization (WHO) indicate that globally about 1 in 3 (30%) women worldwide have been subjected to either physical and/or intimate partner violence or non-partner sexual violence in their lifetime.

In 2024, the Enovis Mexico team became active participants in ending the epidemic of violence against women and girls in their community by becoming part of the Punto Naranja (Orange Point) Initiative. The Tijuana plant is now a certified safe space dedicated to providing support and guidance in emergencies or situations of violence against women and girls. This program, led by the Tijuana City Council, aims to promote safe mobility and facilitate the prevention, care and elimination of gender-based violence.





## CREATING, SUPPORTING AND MAINTAINING A CULTURE OF COMPLIANCE

We are diligent in ensuring we follow ethical business practices in everything we do.



## Ethics and Compliance Framework

As a Company, our integrity is derived from the actions of every one of our team members. We are all responsible for its care and maintenance. Integrity is maintained by operating our worldwide business in accordance with the highest ethical standards and in compliance with all applicable laws. We believe that it is important that all team members, officers and directors, irrespective of position or location, understand and faithfully implement business ethics and compliance standards.

To uphold these commitments, we maintain a comprehensive global corporate compliance program, which, as detailed in this report, includes a dedicated compliance team, written policies, periodic training, auditing and monitoring and reporting mechanisms that enable team members, suppliers or business partners to confidentially raise questions or report violations or concerns. Our compliance program is led by our dedicated Chief Compliance Officer. In addition, we maintain a Risk and Compliance Steering Committee, which includes all members of our executive leadership team, as well as leaders of key functional areas, such as compliance, legal, supply chain, finance, internal audit and information technology. The Risk and Compliance Steering Committee meets on a quarterly basis to review enterprise risks, as well as mitigation efforts, and management provides regular updates to the Board on significant matters that are discussed at such meetings.

## ENOVIS CODE OF BUSINESS CONDUCT

We require our directors, officers and team members to observe the highest standards of integrity and honesty and to act with care, diligence and fairness in all Company activities. We are committed to conducting business and handling interactions with our stakeholders and wider society in an ethical and legal manner. Our [Enovis Code of Business Conduct](#) (the Code) establishes the Company's expectation that all team members and business partners have an obligation to comply with the laws, rules and regulations that govern the multiple aspects of our business.

All team members are periodically required to complete Code training. In addition to complying with the Code, all team members are responsible for raising questions if they are in doubt about the best course of action and for reporting possible misconduct promptly after it comes to their attention.

In addition to the Code, we abide by the AdvaMed Code of Ethics on Interactions with Healthcare Professionals (the "AdvaMed Code") and have certified our compliance with the AdvaMed Code on the AdvaMed website.



## ENOVIS COMPLAINT HANDLING POLICY

We maintain a formal [Complaint Handling Policy](#) that documents the Company's procedures with respect to the receipt, treatment and retention of complaints received by the Company regarding potential or actual workplace issues or allegations of illegal or unethical conduct by the Company or any employee, independent contractor, vendor or third-party representative of the Company.

The Complaint Handling Policy is approved by the Company's Audit Committee and is intended to comply with the Company's legal obligations with respect to complaint handling procedures, including the applicable requirements under the Sarbanes-Oxley Act of 2002, and the rules of the SEC promulgated pursuant thereto. In addition, the Complaint Handling Policy supports the Company's principles of business conduct described in the Code and serves to facilitate disclosures, encourage proper individual conduct and alert the Company's senior management, Board and Audit Committee to potential issues before they result in serious consequences. The Company's Chief Legal Officer and Chief Compliance Officer are responsible for developing, coordinating, supervising and monitoring the Company's procedures for the receipt and handling of complaints.

## ETHICSPPOINT HOTLINE

We foster an ethical culture where concerns can be raised without fear of retaliation. Our EthicsPoint hotline allows team members and third parties to raise questions and report violations or concerns without fear of retaliation. It is available 24/7 by internet or phone for any team member, supplier or business partner to ask questions, report violations or raise concerns. All reports are investigated, and appropriate actions are taken if the matters raised in the report are substantiated. In accordance with our Complaint Handling Policy, regular reporting is provided to senior management and the Audit Committee on the types of reports received and the actions taken in response.

## COMPLIANCE WEEK

In November 2024, Enovis joined companies around the world in celebrating Corporate Compliance and Ethics Week to shine a spotlight on the importance of compliance and ethics.

As a company that prides itself on delivering outstanding results the right way, compliance and ethics are at the heart of everything we do. And as Enovis continues to grow and expand globally, we recognize the importance of growing and maturing our compliance program and culture so we can effectively manage the risks that come along with this growth.

2024's Compliance Week programming highlighted the following three elements of our robust compliance program and culture:



### Open Culture

Fostering an open culture in which concerns can be raised without fear of retaliation.



### Shared Commitment

Demonstrating a shared commitment to compliance throughout Enovis, from senior leaders and managers, to each and every Enovis employee and business partner.



### Global Policies & Procedures

Establishing a solid foundation of policies and procedures to document and guide compliance with global laws, regulations and codes.

### THIRD-PARTY COMPLIANCE

We maintain a third-party compliance due diligence program to ensure that our business partners share our commitment to ethical business practices. These programs include: third-party due diligence screening (including denied-party screening) for distributors and sales agents, anti-bribery and anti-corruption training for team members, anti-bribery and anti-corruption provisions in contracts with third parties and ongoing monitoring of third parties for compliance with our policies.

### CYBERSECURITY

As a medical device company, we understand the criticality of protecting our business, team member, customer, patient and business partner information, and we are committed to safeguarding data from cybersecurity threats and vulnerabilities. Pursuant to its charter, our Audit Committee is responsible for the review and oversight of the Company's policies with respect to risk assessment and risk management related to information technology and cybersecurity. Additional information regarding our cybersecurity risk management, strategy and governance is set forth in our Annual Report on Form 10-K for the year ended December 31, 2024. We also maintain a global data privacy program, which is overseen by our global privacy officer and sets out a framework for compliance with the EU General Data Protection Regulation and other relevant data privacy laws and regulations.



SPOTLIGHT STORY

**Enovis Germany Scores a Win with Local Soccer Partnership**

At Enovis, we are committed to restoring motion for life and to making sure people live active, healthy lifestyles. In 2024, Enovis Germany partnered with the SC Freiburg soccer club, which plays in the premier German soccer league. Founded in 1904, SC Freiburg is a club with a rich history and a strong tradition of success. With around 70,000 passionate members, SC Freiburg has been featured as one the most popular clubs in Germany and is known especially for its consistent training philosophy, youth development and social commitment.





## CONTINUOUSLY INNOVATING TO DRIVE GROWTH AND IMPROVE PATIENT OUTCOMES

Being innovative is at our core. It's what drives our employees to continually develop products that makes patients' lives better.





## INNOVATION SPOTLIGHTS

As exemplified by one of our core values—Innovation Defines Our Future—we are never satisfied with the status quo and believe innovation is essential to our Company and to improving the lives of the customers and patients we serve.

Our culture of continuous improvement includes a relentless focus on innovation and new product development, which furthers our goals of improving patient outcomes and driving sustained above-industry growth. In 2024, we invested more than \$91 million in research and development and launched many exciting new products. At the heart of these efforts is our commitment to product safety, ethical marketing and responsible product design and lifecycle management. For additional details about these initiatives, please refer to the Sustainability Accounting Standards Board (SASB) Index on page 44. The following examples provide highlights of our recent innovations:

## International Surgical



### PRIMA System

PRIMA System\*, launched in September 2024, is an innovative shoulder replacement system featuring two components:

- » PRIMA Short Stem is a 3D-printed convertible short stem leveraging a TT ring for strong primary fixation and a proven secondary bone ingrowth.
- » PRIMA TT Glenoid is a 3D-printed baseplate for different glenoid morphologies, from simple to complex cases, leveraging on the ASAP Instrumentation and on advanced planning software for efficient preparation.

While utilizing Trabecular Titanium (TT), our patent, 3D printed and clinically proven material, for enhanced fixation, PRIMA System also offers streamlined instrument sets and innovative designs that improve surgical efficiency and reproducibility, effectively addressing most cases with minimal material.

*\* Please note that not all products are available and registered in every market*



### ProMade

The ProMade Design Service leverages advanced 3D-printing technology and close collaboration with surgeons to create custom solutions for complex orthopedic cases of glenoids, acetabulum or elbows.

By designing anatomy-matching geometries, the service delivers fully personalized implants, fostering a strong partnership between engineers and surgeons. This synergy ensures exceptional care for patients requiring non-standard solutions, enhancing outcomes for challenging cases worldwide.



### AltiVate Reverse® Glenoid System

The AltiVate Reverse® Glenoid System incorporates the central screw fixation and lateralization of the RSP® Glenoid System and adds modularity to provide options for a wider variety of patients. Multiple central screw lengths and diameters offer more flexibility, while the 15 degree wedge provides a metallic augment in addition to bone grafting. With five baseplates, 11 glenospheres, and ten years of clinical follow-up<sup>1</sup> on our philosophy, the AltiVate Reverse® is one system to treat a broad spectrum of patients with varying anatomy.

<sup>1</sup> Cuff et al. Reverse shoulder arthroplasty for the treatment of rotator cuff deficiency: a concise follow-up, at a minimum of 10 years, of previous reports. *Journal of Bone and Joint Surgery*. 2017



### ARVIS® Augmented Reality

ARVIS® Augmented Reality is the next frontier in orthopedic technology. This spatial navigation tool delivers real-time data to help surgeons tailor intraoperative decisions to each patient's unique anatomy.



### EMPOWR™ Revision Cones

Revision knee surgery is demanding on surgeons and their surgical team—so Enovis is redefining revision. EMPOWR™ Revision Cones offer tibial, femoral and diaphyseal options to complement the features of the EMPOWR Revision Knee system—including stackable augments for the femur and tibia in a comprehensive and streamlined system that simplifies surgical workflow and addresses complex cases with minimal inventory.

# Foot and Ankle



## Arsenal Plating System

With a comprehensive selection of plates, including the first MTP and Lapidus, this system provides surgeons with the tools they need, all in one platform. The patented plate hole and screw head interface delivers nearly double the strength of a leading competitor<sup>1</sup>, allowing screws to be locked and relocked five or more times to minimize implant waste and optimize OR efficiency<sup>1</sup>.

<sup>1</sup> Data on file



## Tarsoplasty

Signifying the next generation of Lapidus correction, Tarsoplasty seamlessly integrates the clinical advantages of percutaneous surgery with controlled anatomical alignment, ensuring consistent and predictable outcomes.

# Bracing and Supports



## Roam™ OA

The newest innovation in unloader braces, the new DonJoy ROAM™ OA knee brace helps improve mobility and dynamically provides relief by unloading the pressure of unicompartmental osteoarthritis or other knee pain. Comfortable and easy to use with lightweight, low-profile joint unloading and support, ROAM encourages compliance with Set and Forget Technology that allows patients to apply and remove the brace without changing their provider's settings, and BOA® Dials that let patients adjust tension on the thigh and/or calf for ideal support and pain relief.



## Defiance® Pro

Enovis' DonJoy brand took our industry-leading custom knee ligament brace and made it better. Defiance® PRO pushes our leadership in bracing even further, boasting the greatest strength-to-weight ratio of any knee brace on the market. Each custom-made brace features innovative, proven technologies that top pros count on for the ultimate confidence, protection and freedom to move. Defiance PRO combines the clinically proven 4-Points-of-Leverage System™ and patented ForcePoint™ Hinge technology with a sleek lower-profile carbon frame, lighter weight and a more intimate, comfortable fit personalized to each athlete.



## X-ACT Fit™ Shoulder

The DonJoy® X-ACT Fit™ Shoulder provides a unique customizable, multi-angle design to help support the arm and shoulder, comfortably immobilize and protect the patient and support recovery after surgery or trauma. Allowing for a wide range of abduction/adduction and internal/external rotation settings, the X-ACT Fit Shoulder features an EZ Axis Hinge and malleable armrest platform for simple customization. The universal immobilization system is easy to apply and adjust and helps allow for a secure and functional recovery.

# Recovery Sciences



## Companion Animal Health® CTS Duo+

Companion’s revolutionary new platform provides the most innovative combination of laser treatment applications and enhanced connectivity in the veterinary market. This dual-function laser offers the most advanced platform for photobiomodulation treatments and first-of-its-kind photothermal therapy for low-grade mast cell tumors.\* Revolutionizing the stand-alone laser therapy system, DUO+ brings integration to the veterinary clinic. With no extra steps, treatment data is transferred directly from the clinic’s laser module to clinic computers, streamlining workflow and ensuring medical record completeness and accuracy. With its advanced software, enhanced dosing technology and implementation support programs, the CTS DUO+ provides the most turnkey laser solution ever.

*\*Available in the United States only*



## Lightforce® Fxi Therapy Laser

Part of the Enovis Recovery Sciences portfolio, the Lightforce® Fxi Therapy Laser is a portable laser therapy system equipped with 15W of therapeutic power, giving clinicians the opportunity to treat patients wherever they are at. The Fxi Therapy Laser uses Lightforce’s influence® technology, which harnesses software and hardware advancements to enhance treatment applications.

## SPOTLIGHT STORY

### Enovis Carlsbad Helps Fight Food Insecurity in California

Food insecurity continues to be an issue across the United States. According to the Department of Agriculture, approximately 18 million households experienced food insecurity in 2023. The Enovis team in Carlsbad, California, partnered with the Jacobs & Cushman San Diego Food Bank and the North San Diego County Food Bank, the largest hunger-relief organization in San Diego County. The team helped pack more than 650 pounds of food for the Food 4 Kids Program, which provides weekend food packages to elementary school students from low-income households who are at risk of hunger over the weekend when free school meals aren't available.





## SUPPORTING A WORKPLACE ENVIRONMENT THAT ENABLES OUR GLOBAL TEAMS TO SUCCEED

We understand that by dedicating ourselves to hiring individuals from diverse backgrounds and perspectives, we enhance our capacity for continuous innovation.

## Supporting Our People with Human Capital Management

Our commitment to our purpose of Creating Better Together—for our customers, patients, shareholders and each other—is demonstrated every day by our dedicated and talented team members. At Enovis, we believe that the best team wins. Our growth model is focused in part on acquiring good companies and using EGX to make them great, along with empowering our people.

Building a winning culture and developing our team members are critical to our success. We have built a diverse team around the world, and we are committed to not only attracting great talent, but also developing and rewarding our team members to grow and sustain our Company. To achieve these goals, our internal human capital management programs focus on the following processes and objectives.

### IDENTIFYING AND ATTRACTING TALENT

We provide training for hiring managers to learn practical tips for effective behavioral interviewing to ensure that our leaders identify the knowledge, skills and abilities needed to be successful.



### DEVELOPING AND ENABLING TALENT

We maintain a formal performance management and development process to help our team members prepare individual career development plans and set annual objectives that are built around our purpose and business priorities. We use a leadership talent review process that focuses on:

- » Assessment and calibration of leadership potential and plans for individual development
- » Succession plans for all key leadership group roles and critical feeder positions
- » Identification of emerging leaders and important feeder positions that provide development

To support our team members with their development goals and objectives, we offer a comprehensive suite of programs focused on growing extraordinary talent, which are available to all Enovis team members. These programs are delivered in a combination of in-person and virtual formats, and have included courses focused on, among other things:

- » Effective listening
- » Writing effective individual development plans
- » Stress relief and workplace well-being
- » Time management
- » Effective written communications
- » Crucial conversations
- » Problem-solving techniques
- » Conflict management
- » Developing personal resilience

# MANAGING Extraordinary Talent

In 2024, we expanded on our Managing Extraordinary Talent (MET) training program that was launched in 2023 to focus on management fundamentals at Enovis. The goals of the program are to:

- » Improve management skills, build capability and ensure consistency across business units and functions
- » Increase engagement in people leader positions by providing access to well-rounded management development
- » Improve our employee value proposition to help us attract and retain leaders in our Company
- » Develop extraordinary talent in our business

The program, which consists of seven courses and an action planning session, helps managers develop and sharpen their skills in the following areas:

- » Self-Awareness
- » Accountability
- » Engaging & Developing Your Team
- » Effective Feedback & Coaching
- » Managing Performance & Conflict
- » Managing Change
- » Time Management for Managers
- » Action Planning

In October 2024, we completed the first session of the Managing Extraordinary Talent Program in Italy. This group of experienced, new and aspiring leaders gathered in San Daniele, Italy, for three packed and productive days.



“ ”

My feedback on the MET program is really positive. I had the opportunity to deal with methodologies and approaches that I had either not seen before or had not been so in-depth. I took home approaches and insights that are applicable and in which I believe a lot. The style of the trainers was super smooth and engaging! Certainly, what was analyzed is essential to be shared with all levels and so this is one of the reasons why I would recommend it to other managers as well as the fact that it was enriching!”

**Marco Dosso, Senior Manager OUS, Base Business Surgical**

“ ”

MET is a true opportunity to learn best practices, seeing the managerial world through different lenses. What an inspiring, practical and effective course! 100% recommended!”

**Nadia Beltrame, International Group Marketing Manager, Knee**

## TALENT TALK LIVE

During 2024, we continued our successful Talent Talk Live quarterly webcasts, which are designed to serve as an additional, interactive communications vehicle for managers to help engage and develop their team members. Talent Talk Live webcasts feature Enovis business and learning and development team leaders, and focus on spotlighting:

- » New and improved talent processes and tools that are available for managers
- » Change management for talent-related processes
- » Helpful tips and tricks for talent management and review processes

In addition, we publish a monthly Talent Talk newsletter that contains additional resources and a summary of the quarterly webcasts for employees who were unable to attend the live sessions.

## EMPLOYEE ENGAGEMENT

At Enovis, we believe that employee engagement is critical to our success and has a direct link to:

- » Individual and team performance
- » Customer satisfaction and loyalty
- » Team member retention
- » Improved quality and safety metrics
- » Profitability and total shareholder return
- » Business and market share growth

As a Company, we take pride in supporting an open, honest culture of feedback. To support that commitment, we conduct an annual global team member engagement survey and share the results with team members. In 2024, 96 percent of our team members participated in the survey. Highlights from our 2024 survey included:

- » Company-wide engagement remained high at 80 percent
- » Overall favorability increased 3 percent for new hires (to 82%), with improvements in 13 of 14 categories
- » 81 percent of respondents indicated that they are very proud to work at Enovis

## Fostering a Diverse and Inclusive Culture and Environment to Help All of Our Team Members Reach Their Full Potential

At Enovis, we pride ourselves on creating an environment that ensures that team members with diverse skills, experiences and backgrounds can be safe being themselves every day and receive the support necessary to reach their full potential. As a Company, we believe that a diverse employee base and environment leads us to better answers and better outcomes for our organization.

During 2024, three team member affinity groups, our global Women's Leadership Group, Black Leadership Group and Latinx Leadership Group, continued to contribute in a positive way to our efforts to meet these objectives by focusing on networking and support, professional development, cultural awareness and community involvement. Membership in each affinity group, as well as attendance and participation in related programming, is open to all employees.

Highlights from 2024 included the following:

- » Hispanic Heritage Month activities to celebrate Latin culture
- » A discussion and Q&A session sponsored by the Black Leadership Group featuring Phil Okala's career experiences and perspectives on leadership and working within a dynamic, high-performing and inclusive organizations
- » Participation by Enovis sites around the world in celebrating International Women's Day, which recognizes the social, economic and political achievements of women across the globe



SPOTLIGHT STORY

**Enovis France Contributes to a Sustainable Planet**

Team Enovis in France partnered with PHARMA Solidaires, a French non-profit that promotes the socially responsible reuse of pharmaceutical products and medical devices to create a more sustainable world. Team members in France volunteered their time and efforts to help package supplies and learn more about the organization’s important mission.



# 2024 Workforce Demographic Data

## Global Gender Measures



49% Female  
3,560

---

50% Male  
3,681

---

1% Not Declared  
44

GENDER DIVERSITY  
(COMPANY)



34% Female  
397

---

66% Male  
764

---

0.4% Not Declared  
5

GENDER DIVERSITY  
(SENIOR MANAGER & ABOVE)

## US Ethnicity

American Indian or Alaska Native	21	1%
Asian	229	11%
Black or African American	209	10%
Hispanic or Latino (US)	359	17%
Native Hawaiian or Other Pacific Islander	5	0%
Two or More Races	31	2%
White	1,049	51%
Not Specified / Declined to Answer	153	8%

# 2023 Workforce Demographic Data

## Global Gender Measures



51% Female  
3,341

---

47% Male  
3,064

---

2% Not Declared  
151

GENDER DIVERSITY  
(COMPANY)



33% Female  
361

---

64% Male  
696

---

2% Not Declared  
26

GENDER DIVERSITY  
(SENIOR MANAGER & ABOVE)

## US Ethnicity

American Indian or Alaska Native	17	1%
Asian	224	10%
Black or African American	207	10%
Hispanic or Latino (US)	438	20%
Native Hawaiian or Other Pacific Islander	9	0.4%
Two or More Races	36	2%
White	1,097	50%
Not Specified / Declined to Answer	147	7%

## Workplace Health and Safety

### OUR VISION, POLICY AND GOALS

The protection of human health and the personal safety of our team members and business partners is of the utmost importance. We work on this through EGX daily management, risk reduction initiatives, audits and sharing lessons learned and best practices. We strive to operate in a diligent and responsible manner consistent with other worldclass corporations and aligned with our stated Environmental, Health and Safety (EHS) business goals and policy statement. We conduct business in a manner to meet or exceed regulations, such as those established by the Occupational Safety and Health Administration. We strive to foster and cultivate a culture of safety, and we empower and support our team members in their ongoing efforts to prevent accidents of all kinds and to promote a safe environment.

### 2024 SAFETY PROGRAMS AND PERFORMANCE

In 2024, as further detailed in the table of recordable incidents on the right, we made significant progress in reducing recordable incidents and improving our total recordable incident rate (TRIR). Leveraging our “Safe” program across Enovis (as further described in our 2023 CSR Report), our total recordable incidents decreased by 6 (18%) and our TRIR dropped 0.17 points (31%) as compared to 2023.

We are proud of these accomplishments and the strides we’ve made in strengthening our culture of safety, but we continue to strive for even better results and our ultimate goal of zero recordable incidents.

### 2025 SAFETY CAMPAIGN

In 2025, we are committed to staying focused on our four key safety principles:

- » Daily safety Gemba walks
- » “Early Ouch” communication
- » Personal accountability and situational awareness
- » Use of stop work authority

Our 2025 safety campaign is called **L.I.F.T. (Live Incident Free Today)** and is centered on the following quarterly focus areas:

- » **Q1 – Aware:** Always be aware of your environment and surroundings; take responsibility for your personal safety and the safety of others. Continually seek to identify, communicate and correct hazards which could cause injury.
  - ▶ **Safety is Non-Negotiable:** You have the right and responsibility without fear of retribution to use Stop Work Authority if something unsafe is observed.
  - ▶ **30-30 Rule:** A constant reminder to check surroundings 30 feet around, every 30 minutes and to ensure the work environment is safe.
  - ▶ **Safety Observations:** Identifying and submitting observations is a critical part of engagement, raising awareness to hazards and behaviors and acting.
  - ▶ **Hazard Hunts:** Get out and look for hazards as individuals and as groups daily. Don’t underestimate the obvious and see the unseen.
- » **Q2 – Minimize:** Keep little things from becoming big things. Be it a pain, small cut, debris in your eye or something else seemingly trivial, say something immediately to keep it from becoming a bigger issue if left unaddressed.
- » **Q3 – Avoid:** All injuries are avoidable. Avoid putting yourself in a position, taking an action or failing to take an action which compromises your safety or the safety of others.
- » **Q4 – Gaps:** Find the gaps in working safely, safety practices and hazard identification and mitigation and close them.

## Safety Metrics

Throughout the year, our teams are encouraged to discuss the importance of building on our safety momentum and increasing focus on safety. Teams have access to a training “toolbox” to reinforce our key safety principles, and also share learnings and best practices during daily operations meetings and our monthly Global EH&S meeting.

We monitor and measure our safety performance using numerous established metrics and report various key performance indicators to our Board and senior leadership. These metrics include total recordable incident rate (TRIR).

Total Enovis	Recordable Incidents	TRIR
2024*	27	0.38
2023	33	0.55

\* 2024 totals include the operations of Lima, which was acquired on January 3, 2024



## CREATING BETTER TOGETHER ACROSS OUR GLOBAL COMMUNITIES

Engaging with our communities is integral to our identity. We recognize the significance of supporting the communities where we live and work.



### Enovis Carlsbad Creates Better & Brighter Holidays Together

The Enovis Women’s Leadership Group at our Carlsbad, California, site sponsored an “Adopt a Family” event through the Carlsbad Boys and Girls Club. The team adopted a family of seven and were able to support them in having a brighter and joyful holiday. The Carlsbad Boys and Girls Club has served more than 90,000 youth since opening its doors in 1952. The center’s programs promote and enhance the development of Carlsbad’s youth by instilling a sense of belonging, competence, usefulness and influence.



### Enovis Mexico Supports Refugee Families & Children

Each month, different teams from our Enovis Mexico site in Tijuana sponsor a community day during which team members have the opportunity to give back. In 2024, the Logistics team raised funds and collected supplies for the Puros y Renuevos A.C. Shelter, a community shelter for migrant, deported, internally displaced, refugee and asylum-seeking women and families.



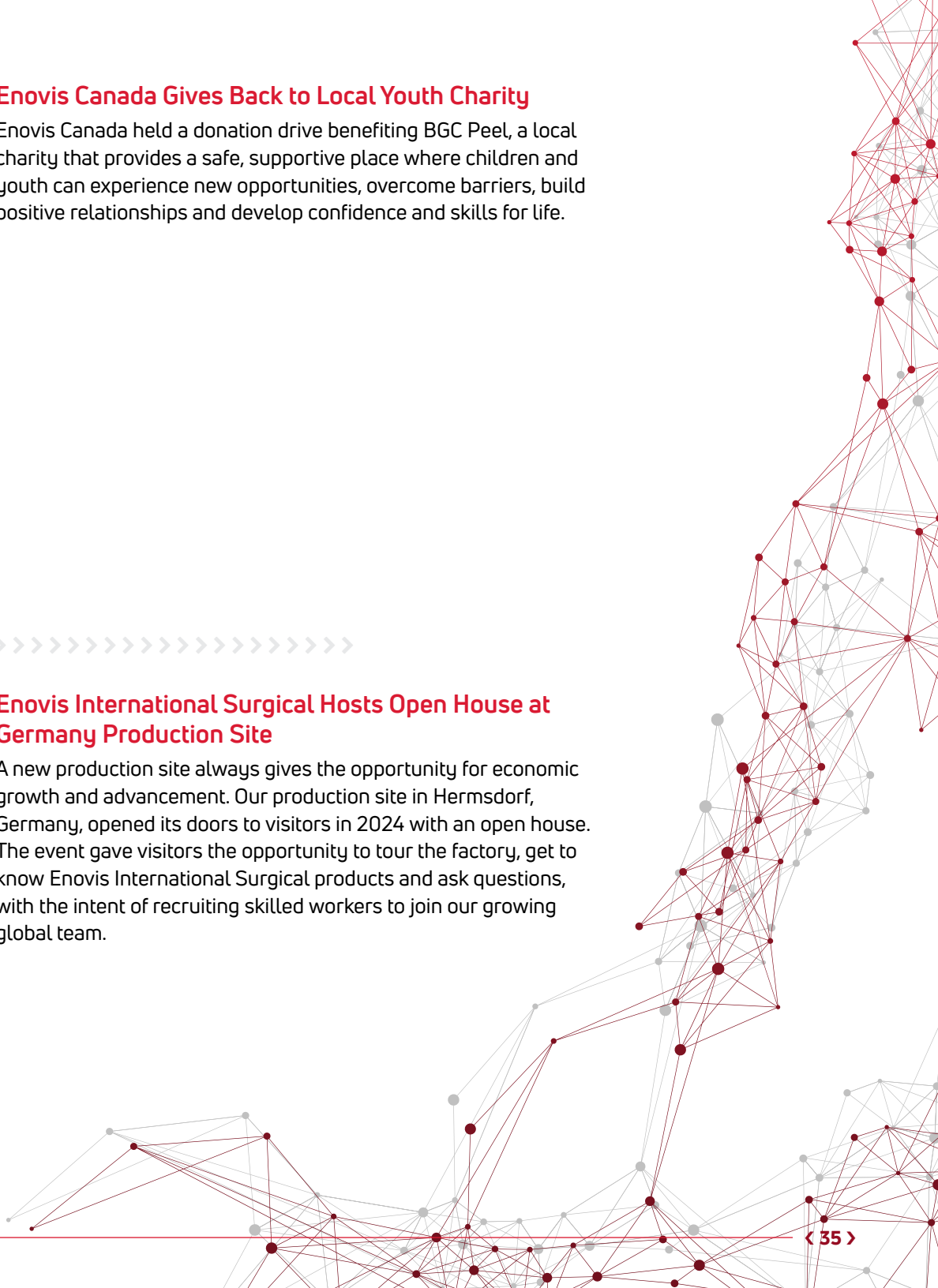
### Enovis Canada Gives Back to Local Youth Charity

Enovis Canada held a donation drive benefiting BGC Peel, a local charity that provides a safe, supportive place where children and youth can experience new opportunities, overcome barriers, build positive relationships and develop confidence and skills for life.



### Enovis International Surgical Hosts Open House at Germany Production Site

A new production site always gives the opportunity for economic growth and advancement. Our production site in Hermsdorf, Germany, opened its doors to visitors in 2024 with an open house. The event gave visitors the opportunity to tour the factory, get to know Enovis International Surgical products and ask questions, with the intent of recruiting skilled workers to join our growing global team.





## Enovis Annual Golf Tournament Benefits the Marine Corps Scholarship Foundation

Together, Enovis is dedicated to creating brighter futures. Each year, Enovis hosts the Supplier Summit and Golf Tournament, honoring US Marines by raising funds for their children's education through the Marine Corp Scholarship Foundation. Over the past 21 years, we've proudly raised more than \$2 million for the charity, which is the nation's oldest and largest provider of need-based scholarships to military children.



## Enovis Italy Hits the Road for a Cause

Each year, our Enovis Italy Running Team participates in a 24-hour telethon relay race in Udine, Italy, near our San Daniele International Surgical site. Telethon, one of Italy's largest non-profit organizations, is dedicated to funding research for rare genetic diseases. This annual event brings together communities for a shared mission, strengthening team spirit and Enovis' commitment to Creating Better Together. In 2024, almost 100 team members ran and walked night and day to complete the race.



## ENSURING A COMPLIANT, TRANSPARENT AND ACCOUNTABLE GLOBAL SUPPLY CHAIN

We are dedicated to following programs and policies that ensure we continually conduct business the right way.



## Responsible Supply Chain Practices

We expect and require our business partners to conduct their businesses with the same commitment to ethics and compliance that we do. Our [Code of Conduct for Business Partners](#) sets forth our expectations and standards for any agents, distributors, dealers, contractors, intermediaries, joint venture partners, suppliers and other business partners working with us. Among other things, the Code of Conduct for Business Partners addresses compliance with law, labor and human rights (including child labor and forced labor) and health, safety and the environment.

Our supplier quality assurance program includes an intensive qualification process with our personnel visiting supplier sites. After supplier selection and qualification, ongoing relationships are managed via scorecards. We target suppliers who are focused on lean initiatives. Supplier selection is based on the ability to reduce cost, lead times and freight, and eliminate non-value-added processes that may be in the supply chain. Suppliers are expected to bring new ideas and opportunities to grow their partnerships with us, and to obey laws that provide a safe and healthy workplace for their team members and protect our environment.

In addition, our [Anti-Slavery and Human Trafficking Statement](#) further demonstrates our commitment to respecting human rights across our business operations in accordance with the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.

To support this commitment during 2024, we conducted dedicated training on preventing forced labor and human trafficking in the supply chain for our procurement and supply chain personnel.

## GLOBAL HUMAN RIGHTS POLICY

We remain committed to conducting business at the highest level of responsible and ethical standards and in compliance with applicable laws, we have adopted an enterprise-wide [Global Human Rights Policy](#), which applies to all team members, as well as any agents, distributors, dealers, contractors, intermediaries, joint venture partners, suppliers and other partners doing business with us. The policy is informed by the International Bill of Human Rights, the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, the Ten Principles of the United Nations Global Compact and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

The policy includes a mechanism for reporting concerns and addresses, among other things:

- » Expectations with respect to fair treatment of team members, equal opportunity and diversity
- » Prohibition on the uses of forced labor, human trafficking and child labor
- » Compliance with applicable wage and hour laws
- » Freedom of association
- » Health and safety (including access to safe drinking water)

## CONFLICT MINERALS

We are committed to ensuring a conflict-free supply chain and support efforts to increase transparency in the supply chain. We comply with the requirements of the US Securities and Exchange Commission (SEC) regarding conflict minerals and file a Conflict Minerals Disclosure Report with the SEC on an annual basis. As part of our conflict minerals compliance program, we conduct robust due diligence measures that conform with, in all material respects, the criteria promulgated by the Organization for Economic Cooperation and Development.

We maintain a [Conflict Minerals Policy](#) that is applicable to all of our suppliers. The policy sets forth detailed supplier requirements and expectations, as well as a process to report concerns, grievances or violations.



## Enovis Australia Brightens the Holidays for Ronald McDonald House Charity (RMHC) Families

Every year, volunteers from Enovis Australia and New Zealand generously donate gifts and participate in a special gift-wrapping event for the children and families living in a local Ronald McDonald House. Founded in 1974, RMHC provides housing for families of children who are suffering from illness and spend extended periods of time in the hospital. The charity has 380 Ronald McDonald houses around the world. In 2024, one of our Enovis team members donned his Santa suit and delivered the gifts, spreading cheer to families staying there over the holidays.





# RESPONSIBLY MANAGING OUR ENVIRONMENTAL IMPACT

Our dedication lies in understanding our impact and continuously improving ways to minimize it.



## Environmental Stewardship

As a medical technology company that is relentlessly focused on improving the health of our patients, we are also committed to sustaining a cleaner, healthier planet for future generations. Central to that commitment is gaining a better understanding of our impact on the environment and utilizing our culture of continuous improvement to identify opportunities to minimize and reduce that impact.

In 2023, we partnered with a third-party advisor to collect and analyze our energy usage on an enterprise-wide basis and completed our first enterprise-wide inventory of our Scope 1 and Scope 2 greenhouse gas (GHG) emissions, which we published in our 2023 CSR Report. In 2024, we continued to build on these efforts by including our newly-acquired Lima business in our reports and beginning to track and report new metrics related to wastewater generation, water usage and solid waste generation.



The tables below contain a summary of these metrics for 2024 and, where applicable, a comparison to our 2023 data as reported in our 2023 CSR Report.

### GHG Emissions (Market-Based<sup>1</sup>)

Metric Tons CO <sub>2</sub> e	2024 <sup>4</sup>	2023	% Change YOY
Scope 1 <sup>2</sup>	2,321.0	1,950.3	+19.0%
Scope 2 <sup>3</sup>	16,625.6	12,044.2	+38.0%
<b>Combined Emissions</b>	<b>18,946.6</b>	<b>13,994.5</b>	<b>+35.4%</b>

<sup>1</sup> Emissions factor based on specific energy provider and corresponding energy generation methods and instruments, including renewable energy.

<sup>2</sup> Scope 1 emissions are direct emissions from owned or controlled sources (e.g., consumption of natural gas at operating facilities).

<sup>3</sup> Scope 2 emissions are indirect emissions from the generation of purchased energy.

<sup>4</sup> 2024 emissions data include Lima, which was acquired by the Company on January 3, 2024, and is not included in 2023 as-reported data. Excluding the impact of Lima, overall scope 1 emissions decreased by 18.7%, scope 2 emissions decreased by 6.1% and combined emissions decreased by 7.8%.

### GHG Emissions Intensity

Emissions Intensity <sup>1</sup>	2024 <sup>2</sup>	2023	% Change YOY
Scope 1 Intensity	1.10	1.14	(3.5%)
Scope 2 Intensity	7.89	7.05	+11.9%
<b>Combined Intensity</b>	<b>8.89</b>	<b>8.19</b>	<b>+9.8%</b>

<sup>1</sup> Calculated as metric tons of CO<sub>2</sub>e divided FY GAAP revenue (millions USD).

<sup>2</sup> 2024 emissions intensity factor includes Lima, which was acquired by the Company on January 3, 2024, and is not included in 2023 as-reported data. Excluding the impact of Lima, scope 1 emissions intensity decreased by 21.9%, scope 2 emissions intensity decreased by 9.8% and combined emissions intensity decreased by 11.3%.

**2024 Natural Gas Usage** (primary source of Scope 1 emissions) kilowatt hours:  
**12,782,762**

**2024 Electricity Usage** (primary source of Scope 2 emissions) kilowatt hours:  
**43,078,254**

**2024 Wastewater Generation** (in gallons): **2,737,481**

**2024 Water Usage** (in gallons): **17,575,885**

**2024 Solid Waste Generated** (in pounds): **2,153,708**

## ASSESSING AND MINIMIZING OUR IMPACT

Drawing on the energy maturity assessment that we completed in 2023 for our five largest sites, in 2024, our businesses continued to implement actions to improve energy efficiency and reduce their costs and emissions. Below are a few representative examples and results of these initiatives:

### US Surgical – Austin, TX

- » Converted a large section of operational floor space to LED lighting
- » Received recognition from the City of Austin for exemplary wastewater management through its Excellence in Pretreatment Award. This accolade honors Significant Industrial Users (SIUs) that demonstrate outstanding environmental stewardship by proactively preventing pollution and effectively managing wastewater discharges

### US Surgical/Foot & Ankle – Houston, TX

- » Installed three new, energy efficient AC units covering the entire facility
- » Installed motion sensor lights in the warehouse and all office areas

### International Surgical – San Daniele, Italy (Lima)

- » Tripled the output and energy usage from photovoltaic (solar) power plant
- » Converted large sections of manufacturing area to LED lighting

### Bracing & Supports – Tijuana, Mexico

- » Converted large sections of manufacturing area to programmable LED lighting
- » Installed compressor demand monitoring sensors to prevent and control air leakage at equipment connection points
- » Established recycling collection points throughout the facility to ensure all used paper was effectively collected and sent to recycling
- » Partnered with a new hazardous waste collector to convert greater than 80% of waste to alternative fuel
- » Established a process to closely monitor, standardize and control HVAC thermostat settings
- » Established a project to reuse wood pallets in order reduce the number of discarded pallets

### Bracing & Supports – Vista, CA

- » Converted large sections of production space to LED lighting
- » Established a process to closely monitor and control HVAC thermostat settings
- » Replaced older company cars with new energy efficient models



## SPOTLIGHT STORY

### Small Act. Big Impact. Enovis Holds Blood Donation Drives

Every person has the power to save a life through actions big and small, even as simple as donating blood. In 2024, employees at our Dallas/Fort Worth Distribution Center and San Daniele, Italy, locations held blood donation drives. These teams answered the call to make a community impact by donating blood that is essential for surgeries, cancer treatment, chronic illnesses and traumatic injuries. Whether a patient receives whole blood, red cells, platelets or plasma, this lifesaving care starts with one person making a generous donation.



## Sustainability Accounting Standards Board (SASB) Index

The index below maps our disclosures to certain SASB-recommended metrics pursuant to the SASB Medical Equipment & Supplies industry standard.

Topic	SASB Code	SASB Recommended Metric/Disclosure	2024 Response/Disclosure
Affordability & Pricing	HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents	Prices are communicated through distributors or sales agents, or directly with healthcare providers or larger purchasing systems via tender, contract or other pricing agreements, which in certain cases may contain applicable discounts or rebates. Such contacts typically include confidentiality clauses.
Product Safety	HC-MS-250a.1	Number of recalls issued; total units recalled	6 recalls issued in 2024; 62 total units.
	HC-MS-250a.2	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	<a href="#">MedWatch: The FDA Safety Information and Adverse Event Reporting Program   FDA</a>
	HC-MS-250a.3	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	None
	HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Processes (cGMP), by type (including a brief description of the nature, context and any corrective actions taken as a result of any such enforcement actions)	None

Topic	SASB Code	SASB Recommended Metric/Disclosure	2024 Response/Disclosure
<b>Ethical Marketing</b>	HC-MS-270.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	None
	HC-MS-270.2	Description of code of ethics governing promotion of off-label use of products	The labeling and promotion of medical devices is regulated in the United States by the Food and Drug Administration (“FDA”). Under FDA regulations and enforcement policies, such products may only be labeled and advertised in a manner consistent with their FDA approved or cleared uses. The Company is committed to following the FDA’s rules and regulations to ensure the safe and effective promotion of the Company’s products. Accordingly, the Company strictly prohibits any promotion of off-label use of its products. Although Healthcare Professionals (“HCPs”) can legally use medical device products for any use that they determine is in the best interests of their patients, Company employees and representatives are prohibited from supporting an HCP’s decision to do so or stating or implying that an HCP may disregard any warning, contraindication or precaution contained in product labeling. Company employees receive regular training on how to avoid off-label promotion of products.
<b>Product Design &amp; Lifecycle Management</b>	HC-MS-410a.1	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	Many of our products are medical devices subject to extensive regulation by the FDA in the United States and other regulatory bodies abroad. We are committed to reducing the environmental impact of our products and encourage our teams to look for ways to safely reduce to the amount of materials required to manufacture, package and ship our products. In addition, as part of our regular product development and design activities, we evaluate the chemicals and materials used in our products and pursue opportunities to utilize safe and sustainable alternatives.
	HC-MS-410a.2	Total amount of products accepted for takeback and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	Many of our medical devices are single use or implantable and are thus unable to be re-used or recycled. However, when possible, we seek out opportunities to recycle products at the end of their lifecycle and make the process easier for our customers and patients. As an example, our CMF OL 1000 bone growth stimulators are not reusable (FDA approved single patient use) and cannot be re-sold. However, when treatment is complete, we offer patients a prepaid shipping label to return the device so that it can be properly disposed of to help reduce landfill waste. We do not currently report the total amount of product takeback.

Topic	SASB Code	SASB Recommended Metric/Disclosure	2024 Response/Disclosure
<b>Supply Chain Management</b>	HC-MS-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	All of the Company's manufacturing sites participate in third-party (auditing organization/notified body) audits. Many of the Company's tier 1 suppliers also participate in third-party audit programs for manufacturing and product quality, and the Company's Code of Conduct for Business Partners authorizes the Company to periodically assess suppliers' compliance with its requirements.
	HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	The Company has implemented processes and controls that require all Company personnel and distributors to maintain traceability throughout its supply chain and distribution channel to end customers or patients. The Company's information systems enable traceability by storing relevant information related to products, such as serial, lot and part numbers, expiration dates, control numbers, dates and quantities shipped.
	HC-MS-430a.3	Description of the management of risks associated with critical materials	Refer to our <a href="#">Conflict Minerals Policy</a> .
<b>Business Ethics</b>	HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	None
	HC-MS-510a.2	Description of code of ethics governing interactions with healthcare professionals	The Company is committed to following the highest ethical standards as well as all legal requirements in its interactions with the medical community. In addition to the obligations set forth in the Code, the Company maintains a separate Relationships with Healthcare Providers policy, which mandates that all interactions with HCPs must be consistent with ethical business practices and socially responsible industry conduct. Towards that end, the Company has also adopted the AdvaMed Code of Ethics. The Company is also committed to compliance with rules on Transparency Reports and Reporting of Physician Ownership or Investment Interests promulgated by the Centers for Medicare and Medicaid Services (the "Physician Payments Sunshine Act"), and requires that all transfers of value with HCPs and CMS designated teaching hospitals that are reportable under the Physician Payments Sunshine Act or other applicable transparency laws are appropriately captured and reported.