



Associate Complaint Procedures for Accounting or Auditing Matters

Any employee, sales agent, representative, independent contractor or consultant (the "Associates") of Enovis Corporation or its subsidiaries (collectively, the "Company") who has a good faith complaint or concern regarding the Company's accounting, internal accounting controls or audit matters, as further described in Section 2 below ("Accounting or Auditing Matters"), should report his or her complaint in accordance with the procedures outlined here. Any such complaint or concern shall be treated confidentially to the extent reasonably possible, and Associates reporting concerns or complaints in good faith are protected from retaliation under applicable law and Enovis policy.

The Company is committed to achieving compliance with all applicable securities laws and regulations, accounting standards, accounting controls and audit practices. The Audit Committee (the "Audit Committee") of the Board of Directors (the "Board") of Enovis Corporation will oversee treatment of Associate complaints or concerns in this area.

In order to facilitate the reporting of Associate complaints or concerns, the Audit Committee has established the following procedures for (1) the receipt, retention and treatment of complaints or concerns regarding Accounting or Auditing Matters, and (2) the submission by Associates of complaints or concerns regarding Accounting or Auditing Matters.

1. Receipt of Associate Complaints or Concerns

Associates are encouraged to report accounting or auditing complaints or concerns in a form that is as clear and specific as possible under the circumstances and should submit relevant records, if available.

Associates with complaints or concerns regarding Accounting or Auditing Matters may report their complaints or concerns to:

- any member of the Enovis Legal Department;
- your Human Resource Manager; or
- the Enovis Corporation Ethics Hotline (the "Ethics Hotline") at 888-469-1538 (for Associates outside of the United States and Canada, please use the hotline number associated with your location as specified on Schedule 1) or the Enovis Corporation Ethics Website at www.enovis.ethicspoint.com.

Associates may remain anonymous when submitting complaints or concerns regarding Accounting or Auditing Matters through the Ethics Hotline. However, Associates are encouraged to identify themselves to facilitate follow-up and investigation and should bear in mind that in some cases anonymity may hinder a full investigation of the issue. If Associates choose to remain anonymous, they should provide a sufficiently detailed description of the factual basis of the allegation so that an appropriate investigation can be performed.

For submissions that are not anonymous, the Associate's identity will be kept confidential to the extent reasonably possible at all stages of the process and will not be disclosed to any persons, either within or outside of the Company, other than as may be needed to be disclosed to the Company's employees, officers or directors, or any third party investigative body, charged with investigating the complaint or concern, and as required by applicable law or regulatory body.

2. Scope of Matters Covered by these Procedures

The procedures outlined herein relate to Associate complaints or concerns regarding any Accounting



or Auditing Matters, including without limitation, the following:

- fraud or deliberate error in the preparation, evaluation, review or audit of any financial statement of the Company;
- fraud or deliberate error in the accounting of, or the recording and maintaining of, the financial records of the Company;
- deficiencies in, or noncompliance with, the Company's internal accounting controls;
- misrepresentation or false statement to or by a Company employee or Company accountant/auditor regarding a matter contained in the financial records, financial reports or audit reports of the Company; or
- deviation from full and fair reporting of the Company's financial condition.

Complaints or concerns relating to harassment or discrimination, an employee's general working conditions or other matters should be reported and handled in accordance with the procedures and guidelines implemented by the Company as set forth in the Company's Code of Business Conduct.

3. Treatment of Complaints or Concerns

Associates are not required and not encouraged to personally investigate questionable Accounting or Auditing Matters on their own because of the potential that such a private investigation might compromise the Company's own investigation, result in the loss or tainting of evidence, or otherwise prevent a full and fair investigation into the underlying facts.

- Any Human Resource Manager or other manager who receives a compliant or concern is to report the matter to the General Counsel pursuant to the legal department's escalation policy.
- Upon receipt of a complaint or concern, the General Counsel, the Chairman of the Audit Committee (the "Audit Committee Chairman"), or such other persons as the Audit Committee determines to be appropriate, as applicable, will (i) determine whether the complaint or concern actually pertains to Accounting or Auditing Matters, and (ii) when possible, acknowledge receipt of the complaint or concern to the sender.
- Complaints or concerns relating to Accounting or Auditing Matters will be reviewed under Audit Committee direction and oversight by the General Counsel or such other persons, including any third party investigative parties, as the Audit Committee determines to be appropriate. In performing the investigation, all persons involved, including any third party investigative parties, shall abide by all applicable privacy, data protection and similar laws.
- Prompt and appropriate corrective action will be taken when and as warranted in the judgment of the Audit Committee.
- The Company will not discharge, demote, suspend, threaten, harass or in any manner discriminate against any Associate in the terms and conditions of employment based upon any lawful actions of such employee with respect to good faith reporting of



complaints or concerns regarding Accounting or Auditing Matters or otherwise, as specified in Section 806 of the U.S. Sarbanes-Oxley Act of 2002.

4. Reporting and Retention of Complaints or Concerns and Investigations

- The General Counsel or such other persons as the Audit Committee determines to be appropriate, will maintain a log of all complaints or concerns, tracking their receipt, investigation and resolution and shall prepare a periodic summary report thereof for the Audit Committee.
- Upon completion and resolution of any investigation, the complaint or concern and all information and documentation relating to the investigation shall promptly (and in no event later than two months) be archived by the Company. Archived materials shall be accessible by only the General Counsel and the members of the Audit Committee. If the investigation results in legal proceedings, disciplinary measures or other similar courses of action, all information and documentation relating to the investigation shall be archived upon the conclusion of the proceedings (and any period for appeal, as applicable). Unsubstantiated complaints or concerns, or complaints or concerns without merit, shall be archived immediately.

5. Compliance with Law

These employee complaint procedures are intended to meet the requirements of Rule 10A-3(b)(3) under the U.S. Securities Exchange Act of 1934, as amended, the European Union's Article 29 Data Protection Working Party opinion adopted February 1, 2006 (the "Opinion") and applicable Member State guidance and reports (the "Guidance"). The Company is mindful of the specifications set forth in the Opinion and the Guidance and reserves the right to make certain procedural or technical modifications to the complaint and investigative procedures set forth above to ensure compliance with the data protection laws of the European Union Member States in which it operates.

6. Review

These complaint procedures will be subject to the periodic review of the Audit Committee. Any proposed changes to these procedures will be, upon recommendation of the Audit Committee, reviewed and approved by the full Board.



Schedule 1

Argentina	0-800-555-0906
Australia	1-800-339276
Austria	0800-291870
Belgium	0800-77004
Brazil	0800-8911667
Bulgaria	00-800-0010 at prompt, dial 888-469-1538
Canada	1-888-469-1538 1-855-350-9393
Chile	1230-020-5771
China (Northern)*	10-800-712-1239***
China (Southern)**	10-800-120-1239***
Colombia	01800-9-155860
Czech Republic	800-142-550
Denmark	80-882809
Estonia	800-12001 at prompt, dial 888-469-1538
Finland	0800-1-14945
France	0800-902500
Germany	0800-1016582
Hong Kong	800-964214
Hungary	06-800-17199
India	000-800-100-1071
Indonesia	001-803-011-3570
Ireland	1-800615403
Italy	800-786907
Japan	0066-33-112505
Kazakhstan	8-800-121-4321
Korea (South)	00798-14-800-6599
Latvia	8000-0937
Lithuania	503-597-4365
Malaysia	1-800-80-8641
Mexico	001-800-840-7907



Netherlands	0800-0226174
Norway	800-15654
Panama	001-800-507-2386
Peru	0800-52116
Poland	0-0-800-1211571
Portugal	8008-12499
Romania	0808-03-4288 at prompt, dial 888-469-1538
Russia	8-10-8002-6053011
Singapore	800-1204201
Slovakia	0800-001-544
South Africa	080-09-92604
Spain	900-991498
Sweden	020-79-8729
Switzerland	0800-562907
Taiwan	00801-13-7956
Thailand	001-800-12-0665204
Tunisia	503-268-5716
Ukraine	0-800-502-886 at prompt, dial 888-469-1538
United Arab Emirates	8000-555-66 8000-021 8000-061 at prompt, dial 888-469-1538
United Kingdom	0800-032-8483
United States	1-888-469-1538
Venezuela	0800-1-00-4586

* Northern China includes: Beijing, Tianjin, Heilongjiang, Jilin, Liaoning, Shandong, Shanxi, Hebei, Henan and Inner Mongolia.

** Southern China Includes: Shanghai, Jiangsu, Zhejiang, Anhui, Fujian, Jiangxi, Hubei, Hunan, Guangdong, Guangxi, Hainan, Chingqing, Sichuan, Yunnan, Tibet Autonomous Region, Shanxi, Gansu, Qinghai, Ningxia, Xinjiang and Autonomous Region.

*** Associates in China will be prompted to enter the following number after dialing the access code listed above: 888-469-1538