

**BETTER IS —**

IMPROVING THE  
WORLD FOR OUR  
PATIENTS, TEAM  
MEMBERS AND  
COMMUNITIES.

2023 Corporate Social Responsibility Report

**enovis**<sup>™</sup>

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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

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We are pleased to present Enovis Corporation's 2023 Corporate Social Responsibility ("CSR") Report. This report builds on our 2022 CSR Report (which was our first CSR report as a standalone medical technology growth company following our spin-off of ESAB Corporation in April 2022), 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, 2023. 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

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At Enovis, we are constantly building better—for customers and patients, our shareholders, our employees and our planet.

**Better is living our purpose.** As a medical technology company, we are dedicated to developing clinically differentiated solutions that generate measurably better patient outcomes and transform workflows. 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 shared purpose of creating better together™ empowers our team members to work together to achieve our vision of building a global medical technology company with the highest integrity, exceptional talent and world-class performance.

**Better is doing what's right.** We pride ourselves on our culture of compliance and require all of our team members to observe the highest standards of integrity and honesty, and to act with care, diligence and fairness in all company activities.

**Better is creating a great place to work.** With thousands of team members located across the globe, we recognize that it takes all of us, working together, to create a better world. We are committed to being a welcoming, diverse and inclusive company.

**Better is holding ourselves to the highest standards.** Our long-term success as a company is linked to our ability to operate in a responsible and sustainable manner. We believe that actively identifying and managing the strategic impacts of environmental, social and governance issues on our business is in the best interests of our shareholders, team members and other stakeholders. With a business strategy that is focused on delivering outstanding results the right way, we foster a culture where we can generate new business opportunities, attract the next generation of great global talent and create long-term value for our shareholders while also striving to make a positive social and environmental impact.

**Better is understanding and managing our environmental impact.** In 2023, we continued to make meaningful progress on our environmental reporting and management initiatives and are pleased to present the results of our initial assessment of our Company's scope 1 and scope 2 greenhouse gas (GHG) emissions in this Report. In addition, we detail some of the actions taken by many of our global sites to reduce emissions, while also improving operational and energy efficiency and reducing costs.

**Better is supporting the communities where we live and work.** Our shared purpose of creating better together extends to the impact that our team members have in their local communities. Throughout 2023, our businesses and team members dedicated their time and talents to many volunteer and charitable activities, some of which are highlighted in this Report.

**Better is Enovis.** I am incredibly proud of the accomplishments of our team members over the course of 2023, our first full year as an independent medical technology company. Enovis has accomplished a lot during a short period of time, and our future is bright. Our commitment to corporate social responsibility plays a part in our success, and I encourage you to read more about these initiatives in the following pages.

Matthew L. Trerotola  
Chief Executive Officer

# ABOUT ENOVIS

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Enovis is an innovation-driven medical technology growth company dedicated to developing clinically differentiated solutions that generate measurably better patient outcomes and transform workflows. Powered by a culture of continuous improvement, extraordinary talent and innovation, we “create better together” by partnering with healthcare professionals. Our extensive range of products, services and integrated technologies fuels active lifestyles.

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 is a global leader and 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.

## We are uniquely positioned across the Orthopedic Care Continuum

### PREVENTION



#### PERFORMANCE

- Athletic Braces
- Muscle Stimulation



#### PREVENTION

- Off-loading Braces
- Back Braces
- Cold Therapy



#### SURGICAL

- Shoulders
- Knees
- Hips
- Foot/Ankle



#### RECOVERY

- Post-op Braces
- Walker Boots
- Cold Therapy



#### REHAB

- Electrotherapy
- Laser Therapy
- Heat/Cold Therapy
- Traction Devices

# BETTER IS

UNDERSTANDING AND  
LIVING OUR PURPOSE

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We know that the power to create better—for our customers and patients, our team members and our shareholders—begins with having the best team, pursuing common goals, operating at the highest levels and delivering extraordinary outcomes.

# OUR VALUES

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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.

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

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

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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!

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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

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

The behaviors we strive to model every day to deliver on our commitments are based on balance and are applied no matter the situation or solution.



## Focused Curiosity

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

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## Thoughtful Speed

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

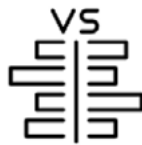
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## Collaborative Empowerment

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

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## Positive Competition

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

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## 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 is derived in part from the successful Colfax Business System (CBS) and also incorporates processes from our recently acquired medical device businesses to empower and enable our talented people to drive continuous improvement and consistent growth.

Similar to CBS, the EGX 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.

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### **Process**

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

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### **People**

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





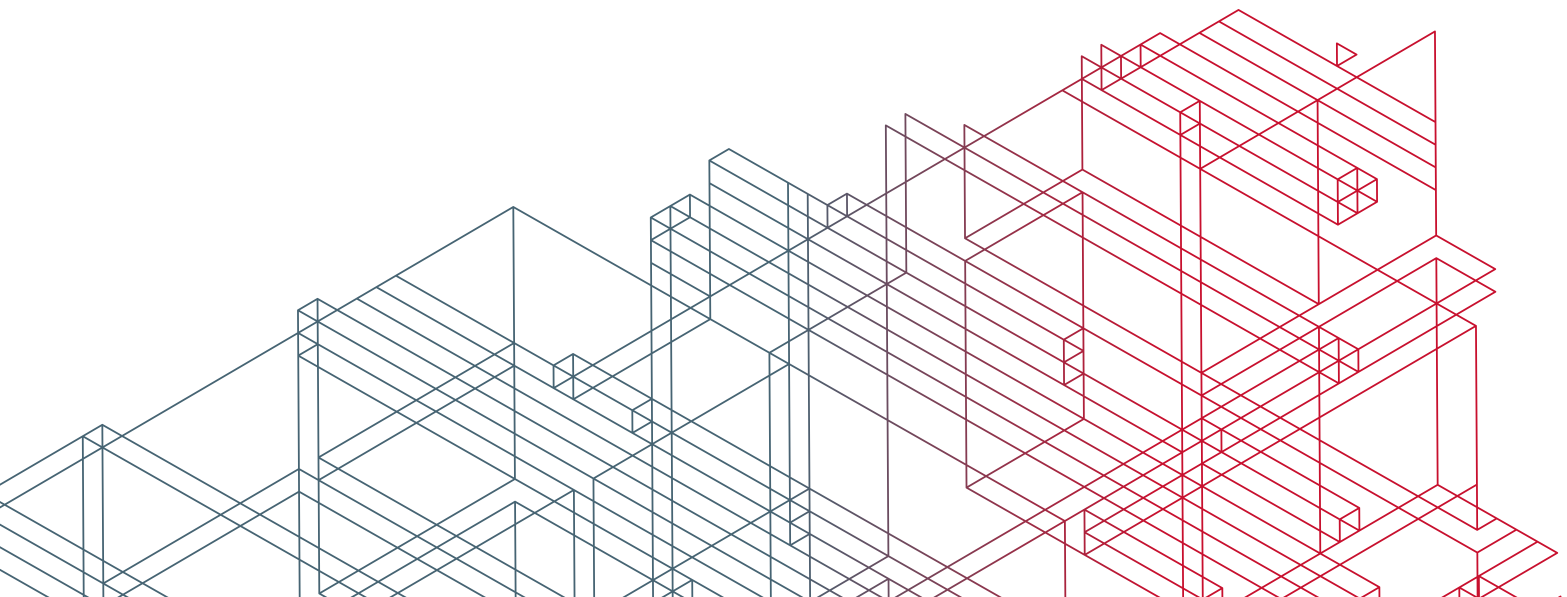
**Voice-of-Customer Research**

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.



# SPOTLIGHT STORY

## 2023 PRESIDENT'S KAIZEN (CONTINUOUS IMPROVEMENT EVENT)– TIJUANA MANUFACTURING CENTER



**Better Is** EGX in action. During 2023, a President's Kaizen took place at our manufacturing facility in Tijuana, Mexico. The multi-day event included participants from three production areas and one customer care area. All participants, including our executive team members, were highly engaged and each team obtained meaningful results. Process improvements were identified for each area and standard work was developed to ensure effective implementation. Following the Kaizen, the facility experienced an improvement in production schedule adherence, floor stock inventory reduction and control, and a reduction in overtime required to meet customer demand.

## 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

**BETTER**

**IS**

**CREATING AND MAINTAINING  
A CULTURE OF COMPLIANCE**

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## 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 and officers and directors, irrespective of position or location, understand and faithfully implement business ethics and compliance standards.

In furtherance of these commitments, we maintain a comprehensive global corporate compliance program, which, as further detailed below, 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.

## EthicsPoint 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

To reinforce our Company's strong commitment to ethics and compliance and to underscore the critical role that compliance plays in our industry and our business, each year our global compliance team sponsors an annual Compliance Week. The theme for 2023's Compliance Week was Healthcare Professional ("HCP") Interactions. Compliance Week programming included, among other things, video messages and discussions from executive leadership, including our CEO and COO, interactive training videos and topical emails from the global compliance team.

In addition, each year during Compliance Week, we recognize the efforts of several Compliance Champions who exemplify our high ethical standards and have been instrumental in ensuring that we conduct our operations in an ethical and compliant manner. 2023's Compliance Champions included individuals from our engineering, professional affairs, marketing and communications, and revenue cycle management teams.



## HCP Interactions Manual

As a medical device company, HCPs are critical to our success, and we must ensure that all of our interactions with HCPs are ethical and comply with all applicable laws, industry codes and Company policies. In connection with the kick-off of our 2023 Compliance Week, we rolled out a new, comprehensive HCP Interactions Manual for our team members that documents our standards and processes for interacting with HCPs. Policies and procedures in the Manual include, among others: HCP Engagement, HCP Engagement for Design Teams, HCP Travel and Expense, and Educational and Fellowship Grants. The Manual is accessible to all team members on our Company intranet site and has been translated into six different languages. As a part of the roll-out of the new Manual, dedicated trainings on key topics were provided to team members based upon their roles.

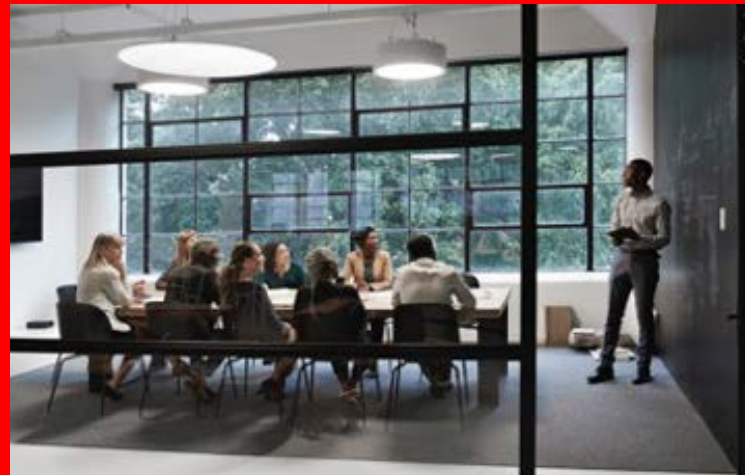
## Third-Party Compliance

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, 2023.

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.



## HCP Interactions Summit at Mathys

In September 2023, Compliance leaders traveled to Mathys in Bettlach, Switzerland, part of our International Surgical business, to partake in an HCP Interactions Summit. The Summit was part of ongoing integration activities and alignment of Enovis and Mathys policies and processes, including those with respect to HCP interactions and engagement.



# SPOTLIGHT STORY

## ENOVIS ASHEBORO TEAM MEMBERS GRADUATE FROM APPRENTICESHIP PROGRAM



**Better Is** \_\_\_\_\_ encouraging and empowering the next generation of medical technology leaders. In 2023, Enovis Asheboro team members William Flores, Chandler Sellers and Gilberto Salinas graduated from the Apprenticeship Randolph Program, a local apprenticeship program in which these team members have been enrolled for the last four years. They joined Enovis Asheboro while they were still in high school and now, they have completed their apprenticeship as Knitting Technicians, earning themselves an associate degree in manufacturing technology-Mechatronics from Randolph Community College and their Journeyworker Certificate!

We are excited to see their continued growth and development as part of Enovis. Thanks to Donnie Lineberry who has overseen these apprentices through their journeys, and to Lucas Hill, Grant Lambert and Salomon Apaez, who mentored them through the program.

# BETTER

# IS

KNOWING THE FUTURE  
OF MEDTECH INNOVATION  
HAPPENS HERE



We are powered by a culture of innovation to design and develop a leading continuum of products, solutions, and integrated technologies for hospitals, surgeons, clinicians and patients.

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 2023, we invested more than \$75 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 45. The following examples provide highlights of our recent innovations:

## ENOVIS BRACING AND SUPPORTS

### ROAM OA Knee Brace



Our DonJoy® ROAM™ OA knee brace is the newest innovation in unloader technology, which unloads the pressure of unicompartmental osteoarthritis or other knee pain to help relieve pain and improve mobility. Lightweight and low-profile with patient-friendly features that enhance comfort and effectiveness, ROAM OA is ideal for a wide range of patients who want to maintain or increase activity from picking up the grandkids to getting back to their favorite sport. ROAM OA is uniquely designed to be fitted for either left lateral and right medial or vice versa. Additionally, a custom-fabricated brace option addresses challenging fit needs.

### EXCYABIR Hip Brace



Designed to deliver greater patient satisfaction and real clinical impact, our EXCYABIR Hip Brace is the only hip brace that integrates cold and control into a patient's hip protocol. EXCYABIR combines the latest in DonJoy® technology with a patented strapping system, individualized range of motion settings and a comfortable wrap-around design. The EXCYABIR Hip Brace helps to provide protected range of motion both after hip surgery and for conservative care of osteoarthritis and dislocation.

## ENOVIS FOOT & ANKLE

### Pecaplasty® Percutaneous Bunion Solution



Enovis introduced Pecaplasty® through the acquisition of Novastep® in June of 2023. The Pecaplasty System delivers reproducible outcomes in percutaneous bunion correction. The instrument helps navigate the challenges of the procedure by controlling translation and providing accurate placement of the guide wires. Peca Implants are used to fasten and stabilize the correction during the healing process.

### Evolve34™ Lapidus Correction System



The Evolve34™ Lapidus Correction System is designed to provide powerful correction, predictable results and procedural flexibility. The design allows for 2-in-1 correction of both the intermetatarsal angle and the frontal plane while also giving surgeons the ability to joint prep and fixate according to their preferred method.

## ENOVIS RECOVERY SCIENCES

### Chattanooga® Intelect® Legend 2



### Chattanooga® Intelect® Transport 2



In late 2023, Enovis Recovery Sciences introduced Intelect Legend 2 and Transport 2, the latest additions to its Chattanooga electrotherapy portfolio and extensive line of rehabilitation products. Unlike other traditional electrotherapy systems that are less intuitive and time consuming to set up, Legend 2 and Transport 2 were designed with clinical efficacy and ease of use in mind, providing an overall improved user experience for both clinician and patient. Legend 2 and Transport 2 are both powered by variable muscle stimulation (VMS), a Chattanooga proprietary waveform. In the domain of electrical muscle stimulation, the choice of waveform plays a pivotal role in dictating therapeutic outcomes. VMS, with its unique alternating frequency pattern, offers several benefits over other traditional waveforms.

## ENOVIS SURGICAL

### ARVIS® Augmented Reality



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The ARVIS® Augmented Reality System represents the next era of orthopedic technology. This wearable, self-contained system delivers real-time surgical guidance directly to surgeons at the point of care and has recently been updated with simpler registration. Cameras mounted at the surgeon's viewpoint track re-usable markers on the patient to provide accurate navigation guidance for total hip, total knee and unicompartmental knee arthroplasty.

### EMPOWR™ Blade Stem



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Designed to address previous challenges with legacy blade and wedge stems, the EMPOWR™ Blade Stem is more than a blade stem offering more fit and more efficiency through expanded options and streamlined instrumentation.

# SPOTLIGHT STORY

CREATING BETTER  
TOGETHER AROUND  
THE WORLD



**Better Is** \_\_\_\_\_ seeing a need in our communities and rising to the occasion. The Enovis UK team actively participates in helping local charities in the Guildford area, including through volunteering and donating. During the 2023 holiday season, the team donated much-needed supplies including food and basic essentials to the North Guildford Food Bank, which helps individuals and families living in the Guildford area and immediate outlying villages with obtaining food security and toiletry needs. They also partnered with the Salvation Army in Woking to provide families and children in need with gifts to open on Christmas Day.

# BETTER

# IS

FOSTERING A CULTURE OF  
COLLABORATION, GROWTH, INCLUSION  
AND SAFETY FOR OUR TEAM MEMBERS





## 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.

In addition, through partnerships with specialized recruiting organizations, we proactively seek out diverse talent for specialized roles while highlighting the unique attributes that make Enovis an attractive place to work. An example of one of these partnerships was the Women in Tech Career Fair that we hosted with Fairygodboss, a leading online career community for women. The event, which featured an article contributed by Erin Dunn, Enovis' VP of Information Technology, generated significant interest and led to an increase in female applicants for technical jobs ranging from product engineering to IT.

We also leverage partnerships with local colleges, universities and technical schools, and actively participate in career fairs and other hiring events empowered and driven by our Enovis employee affinity groups.



# SPOTLIGHT STORY

## EMPOWERING THE NEXT GENERATION OF EXTRAORDINARY TALENT AT ENOVIS SURGICAL



**Better Is** \_\_\_\_\_ engaging our community partners to empower the next generation of extraordinary talent. In 2023, our Surgical team hosted leaders and faculty from Texas State Technical College at our manufacturing facility in Austin. Attendees were given a tour of the manufacturing floor and equipment and met with our team to discuss opportunities for creating an advanced manufacturing curriculum at TSTC.

*“Our partnership with Enovis represents an opportunity for us to tell our jobseekers that this is the kind of place they want to look for. Enovis offers competitive pay, a stable and clean work environment, opportunities to advance, excellent training on modern equipment, and the kind of thoughtful, productive business philosophy that leads us to feel safe in entrusting you with the future of our graduates. Enovis has set the standard for quality of employment among our students.” - Hunter Henry, Career Services, Texas State Technical College*

With multiple campuses around Texas, TSTC is a two-year institution of higher education offering courses of study in technical vocational education. The college provides students with occupationally oriented programs with supporting academic course work, emphasizing highly specialized advanced and emerging technical and vocational areas for certificates or associate degrees.

## 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
- Developing personal resilience

## Managing Extraordinary Talent

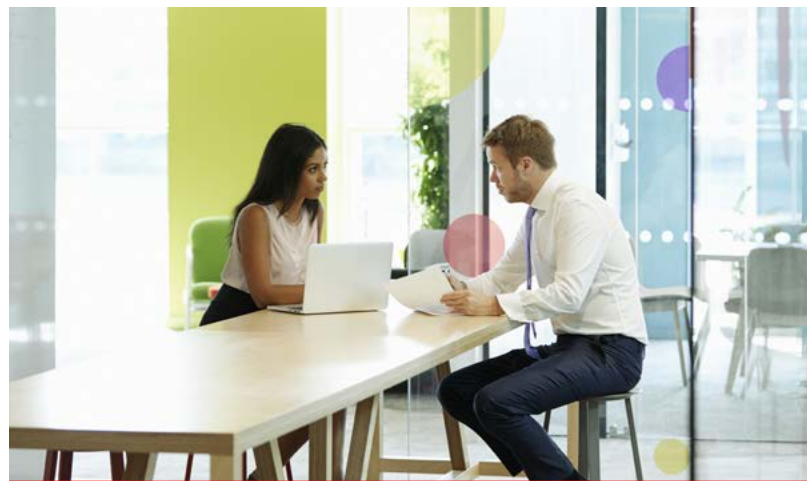


In 2023, we introduced Managing Extraordinary Talent, a training program focused on management fundamentals at Enovis. The goals of the program are to:

- 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



Here is what two of our leaders had to say after their teams attended the Managing Extraordinary Talent program:

“

*Leaders from the Foot & Ankle team recently attended the Managing Extraordinary Talent program and the amount of positive feedback I received was overwhelming. They found the sessions engaging, interactive and energizing, and finished the program inspired by each other and the Talent Team to reach for the next level of greatness here at Enovis. I encourage all managers to enroll in Managing Extraordinary Talent and take advantage of this great opportunity.*

**Gary Justak**

President & GM, Enovis Foot & Ankle

“

*Through participation in Managing Extraordinary Talent, my team has already infused the skills and takeaways they learned in the program into their daily management responsibilities. The result is an empowered and excited team of professionals who are even more committed to our purpose of creating better together for our customers, their patients and each other. I strongly recommend signing up for Managing Extraordinary Talent to develop and sharpen leadership skills.*

**Don Huth**

VP of Operations, P&R

## Talent Talk Live

During 2023, we launched Talent Talk Live, a quarterly live webcast 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

## EGX Tools in Action—Employee Recruiting and Onboarding Process Kaizen Event

In October 2023, our teams conducted a Kaizen event focused on our employee recruiting and onboarding processes. The purposes of the event were, among other things, to improve consistency and increase efficiency in our onboarding and hiring processes in order to enable new team members to contribute quickly and to improve team member retention. A cross-functional team including team members from human resources, IT, and supply chain operations participated in the event, which identified a number of process improvements that were implemented across Enovis.



## 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. In furtherance of that commitment, we conduct an annual global team member engagement survey and share the results with team members. In 2023, 96 percent of our team members participated in the survey. Highlights from our 2023 survey included:

- Company-wide engagement remained high and increased to 81 percent in 2023 from 79 percent in 2022
- Improvement in scores for 44 of 50 items from our 2022 survey
- 83 percent of respondents indicated that they are very proud to work at Enovis

In addition to our annual survey, we conduct focus groups throughout the Company and managers hold discussions with their teams to implement action plans to address key areas for improvement.

During 2023, we continued our practice of conducting a regular cadence of fireside chats and town halls. Town halls consist of global meetings for all team members and business units as well as local meetings to allow all team members to engage directly with leadership. Each of these events includes an open forum for team members to ask questions.

In addition, as we expand our global MedTech footprint, we have continued to enhance our internal communications network to bring our team members the latest Company-related news and content. In 2023, we introduced Enovis TV ("ETV") throughout our U.S. sites, and we are excited to announce the

expansion of ETV to our international locations in 2024. This digital communication tool features news, information and events from across the Company. ETV also displays content tailored specifically to our many locations such as birthdays, work anniversaries, team gatherings and more.

## Benefits and Reward and Recognition Programs

We are committed to offering competitive compensation and benefits tailored to geography, industry, experience and performance. Our programs are designed to attract and motivate team members and to reward performance.

During 2023, we re-launched our Ignite employee recognition program, which provides our team members around the world the ability to recognize and thank one another as part of continuing to create a culture where everyone is empowered to acknowledge the efforts of their peers.

In addition, in response to interest and feedback from our team members, we implemented the Enovis Employee Stock Purchase Plan ("ESPP") following approval by our shareholders at our 2023 annual meeting. The ESPP allows team members to contribute a portion of their base salary to purchase Enovis stock at a discount through regular payroll deductions.

## COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

Our diversity, equity and inclusion programs are focused on ensuring that Enovis is a company where all team members can be safe being themselves every day and receive the support necessary to reach their full potential.

During 2023, we continued to expand on our diversity, equity and inclusion initiatives and key priorities. These actions included, among other things:

- Diversity, equity and inclusion training programs for managers and team members
- Expanded programming by two team member affinity groups, our global Women's Leadership Group and the Black Leadership Group. These groups have hosted networking events, sponsored external speakers and coordinated Company-wide recognition days, including International Women's Day, Black History Month and Breast Cancer Awareness Month.

Our commitment to diversity extends to our Board of Directors. We believe that director candidates should have expertise, skills, knowledge, diversity of background and experience that, when taken together with that of other Board members, will lead to a Board that is effective, collegial, diverse and responsive to the needs of the Company. As part of each director search the Company conducts, the Board and our Nominating and Corporate Governance Committee are committed to actively seeking out highly qualified women and minority candidates, as well as candidates with diverse backgrounds, skills and experiences.

During 2023, we launched Empowered: Learning from Leaders, a special quarterly guest speaker series featuring the women we are fortunate to have serving on the Enovis Board of Directors. In the series, Enovis CHRO Patty Lang speaks with our female Board members about a variety of engaging topics, including their journeys to leadership and those who have influenced, supported and mentored them along the way. The interviews, which are webcast for all Enovis team members and include an open question and answer session, have been very well attended and have received a tremendous amount of positive feedback from our team members.



# SPOTLIGHT STORY

## ENOVIS AUSTIN HONORS VETERAN TEAM MEMBERS



**Better Is** \_\_\_\_\_ honoring our veterans. On Veterans Day and every day, Enovis honors the military service members who have selflessly served their country. Many veterans from countries around the world are Enovis team members.

At our Austin site, a Veterans Day luncheon was held where veterans were recognized and shared their experiences with other Enovis team members. Several branches of the U.S. military were represented, including Army, Navy, Coast Guard, Air Force and Marine Corps.

# 2023 Workforce Demographic Data

## Global Gender Measures

GENDER DIVERSITY (COMPANY)		
Female	3,341	51%
Male	3,064	47%
Not Declared	151	2%
GENDER DIVERSITY (SENIOR MANAGER & ABOVE)		
Female	361	33%
Male	696	64%
Not Declared	26	2%

## U.S. 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%
Not Specified / Declined to Answer	147	7%
Two or More Races	36	2%
White	1,097	50%

# 2022 Workforce Demographic Data

## Global Gender Measures

GENDER DIVERSITY (COMPANY)		
Female	3,618	50%
Male	3,489	49%
Not Declared	77	1%
GENDER DIVERSITY (SENIOR MANAGER & ABOVE)		
Female	333	33%
Male	685	67%
Not Declared	0	0%

## U.S. Ethnicity

American Indian or Alaska Native	12	1%
Asian	207	10%
Black or African American	195	9%
Hispanic or Latino (US)	426	20%
Native Hawaiian or Other Pacific Islander	7	0%
Not Specified / Declined to Answer	110	5%
Two or More Races	29	1%
White	1,101	53%



## 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 world-class 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.

### Tone at the Top

Our commitment to health and safety is visible at all levels of our organization. At each regularly scheduled Board meeting, our Board reviews key safety metrics and initiatives with our executive leadership team. In addition, our CEO leads our successful Monthly Safety Campaign, which focuses on a different EHS topic each month of the year and creates opportunities for continuous improvement throughout the year. During 2023, featured topics included fire prevention and safety, avoiding distracted working and safety complacency, as well as an enhanced forklift and powered industrial truck safety training program.

### Safety Metrics

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 <sup>1</sup>	Recordable Incidents	TRIR
2023	33	0.58
2022 <sup>2</sup>	34	0.55

<sup>1</sup> Excludes the former ESAB fabrication technology business, which was spun off in April 2022.

<sup>2</sup> Recordable incidents and TRIR for 2022 have been adjusted to reflect the impact of 1 recordable incident that occurred in 2022 that was reported and classified following publication of our 2022 CSR Report.

Our strong safety performance in 2022 continued into 2023. While our overall number of incidents decreased by one, our TRIR slightly increased in 2023 due to an overall reduction in employee hours. We remain focused on pursuing our goal of zero accidents.



## 2024 Safety Campaign

As we continue to advance and mature our culture of safety, we recently launched our 2024 Safety campaign, the year of **Safe**. Through a building block and progressive approach, the Safe campaign is designed to move the safety needle at Enovis from good to great.

Over the course of the year, a new Safe program will be launched by quarter. All quarterly Safe programs will have a set of specific initiatives by month tied to the quarterly program. Building on our past Monthly Safety Campaigns, the monthly focus will be reinforced through a monthly CEO message to team members.

The quarterly Safe programs are designed as follows



The Start Safe initiatives include:

- Education and Awareness
  - Conduct safety stand-downs across all sites
  - Leaders meet with their departments for regular safety “toolbox talks” to discuss, among other topics, Stop Work Authority and steps to curb complacency
- Engaging the Teams Using Gemba (Facility walkthroughs “where the work happens”)
  - Each department sends employees into other areas to conduct Gembas to identify and address potential hazards
  - Team members and EH&S representatives audit the effectiveness of the education initiatives and Gemba action items to ensure they are addressed in a timely manner

## Sharing Safety Best Practices and Recognizing Team Members

As part of our Safe program, all team members are encouraged to:

- Share learnings and best practices in daily operations meetings and our monthly Global EH&S meeting
- Celebrate “Take 5” moments and instances where Stop Work Authority was used to prevent an incident from occurring via our IGNITE employee recognition program
- Submit examples of these safety best practices for publication on our ENOVERSE intranet site

BETTER

IS

HELPING CREATE THE NEXT  
GENERATION OF POSSIBLE IN  
OUR COMMUNITIES



## ENOVIS SURGICAL VOLUNTEERS AT CENTRAL TEXAS FOOD BANK



**Better Is** \_\_\_\_\_ giving back to our local communities. Team members from Enovis Surgical in Austin volunteered at the Central Texas Food Bank. The Central Texas Food Bank is the largest hunger-relief charity in Central Texas, and works with food donors across the country, financial supporters and volunteers to fill unmet needs in the area. This commitment from private, government and charitable partners has allowed the organization to bring nearly 54 million meals to their community last year and into the hands of families and local nonprofits that turn to the charity for help.

## ENOVIS CARLSBAD HOSTS PUBLIC BEACH CLEANUP



**Better Is** \_\_\_\_\_ pitching in together. Team Enovis is passionate about creating better together in our communities. In October 2023, team members in our Carlsbad, California location and their families took to nearby Oceanside for a public beach cleanup during which more than 15 bags of trash were collected. Hosted by the P&R Procurement department, team members enjoyed coffee and bagels while beautifying the beach landscape.

## ENOVIS GERMANY SUPPORTS HANDBALL SPORTS UNION



**Better Is** \_\_\_\_\_ supporting community sports initiatives. For years, Enovis has built sustainable cooperations with talented athletes, sports clubs and top associations. In 2023, the Enovis Germany team continued to support the regional handball club in Freiburg, the “Handball Union Freiburg”, as a silver sponsor. With orthopedic aids such as bandages, tape and cold therapy systems from our brands Aircast®, Donjoy® and Chattanooga®, we were able to support the athletes in staying active as long as possible.

## ENOVIS TIJUANA PARTNERS WITH INFANTIL URIEL CHILDREN’S HOME



**Better Is** \_\_\_\_\_ brightening a child’s day. Each month, our Enovis Mexico team hosts a charitable initiative within the local community. In April 2023, the Import/Export Team partnered with the Infantil Uriel Children’s Home in Tijuana. The team delivered donations including cleaning supplies and food and hosted a Children’s Day celebration for Infantil Uriel residents with pizza, piñatas and gifts. The facility, which opened in 2019, cares for children in vulnerable situations by providing them with adequate food, a home, education, physical and emotional development, and support.

**ENOVIS AUSTRALIA  
SALES TEAM RAISES  
FUNDS FOR THE  
RONALD MCDONALD  
HOUSE CHARITIES**



**Better Is** \_\_\_\_\_ helping children and families in need. At the 2023 Ronald McDonald House Charities (RMHC) Annual Golf Day, the Enovis Australia Team helped raise \$50,000. While young children undergo rigorous treatment programs for cancer and other serious illnesses, RMHC provides families with essential care facilities and support in their 18 houses across Australia. The houses provide a refuge for the families within close proximity to the Hospital. RMHC also supports the kids and their families with family retreats and education programs.

**ENOVIS MEXICO  
HELPS A TEAM MEMBER  
AFTER HOUSE FIRE**



**Better Is** \_\_\_\_\_ creating better together close to home. At Enovis, our employees come together at work and as a community. In 2023, one of our Enovis Mexico team members, Neria Pérez, lost her home in a fire. Determined to help Neria and her family in the wake of this devastating tragedy, Enovis Mexico came together and held a supply and donation drive. Through our team’s generous efforts, they raised more than \$74,000 pesos which will be used to purchase construction materials to rebuild Neria’s home, along with much needed supplies such as food, blankets, clothing and shoes.

**BETTER**

**IS**

**ENSURING A COMPLIANT,  
TRANSPARENT AND  
ACCOUNTABLE SUPPLY CHAIN**

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## 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.

### Global Human Rights Policy

In furtherance of our commitment 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 U.S. 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.



# SPOTLIGHT STORY

## ENOVIS MEXICO RECOGNIZED FOR COMMITMENT TO HUMAN RIGHTS



**Better Is** \_\_\_\_\_ working together to ensure a workplace and a world that respects and promotes human rights. In 2023, the Enovis Mexico team was recognized by the Baja California State Human Rights Commission and received the organization's Human Rights Committed Company distinction. The award acknowledges Enovis' ongoing commitment to organizational development and contributions to policies focused on respecting and promoting human rights. Our Mexico site is our largest location and employs approximately 2,200 team members.

Jorge Álvaro Ochoa Orduño, President of the State Human Rights Commission in Baja California, presented the award, emphasizing that it aligns with the 17 objectives outlined by the United Nations regarding sustainable development and companies committed to human rights. Orduño explained that various manufacturers in Baja California, spanning diverse sectors such as the medical field, contribute significantly to promoting human rights through valuable work.

**BETTER**

**IS**

**RESPONSIBLY MANAGING OUR  
ENVIRONMENTAL FOOTPRINT**



## 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 2022, we partnered with a third-party advisor to complete an initial assessment of Scope 1 and Scope 2 greenhouse gas (GHG) emissions at eleven of the Company's largest sites. In 2023, we built on these efforts and expanded the scope of the assessment to cover the entire Company. Working with the same third-party advisor, we utilized their proprietary software tool to collect and analyze our energy usage on an enterprise-wide basis. We are pleased to be able to report the results of this project for our initial baseline year of 2023 as set forth in the following tables.

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

Metric Tons CO2e	2023
Scope 1 <sup>2</sup>	1,950.3
Scope 2 <sup>3</sup>	12,044.2
<b>Combined Emissions</b>	<b>13,994.5</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.

### GHG Emissions Intensity

Emissions Intensity <sup>1</sup>	2023
Scope 1 Intensity	1.14
Scope 2 Intensity	7.05
<b>Combined Intensity</b>	<b>8.19</b>

<sup>1</sup> Calculated as metric tons of CO2e divided by FY GAAP revenue (millions USD).

**2023 Natural Gas Usage** (primary source of Scope 1 emissions) kilowatt hours: **10,738,507**

**2023 Electricity Usage** (primary source of Scope 2 emissions) kilowatt hours: **35,389,903**



## Assessing and Minimizing our Impact

As expected, the majority of our energy usage and related emissions are generated by our primary manufacturing locations, with the remainder coming from our larger warehouses, distribution sites, and sales and corporate offices. In order to identify meaningful and actionable opportunities to reduce emissions, we recently completed an energy maturity assessment for our five largest sites and plan to analyze and utilize the recommendations from this assessment to drive future improvements.

Throughout 2023, a number of our sites have implemented actions to improve energy efficiency and reduce costs and emissions. Set forth below are a few representative examples and results of these initiatives:

### Vista, California (manufacturing facility)

- Staggered energizing equipment use to coincide with work cell activities
- Reduced 2023 energy consumption by 2.6% and improved energy efficiency

### Tijuana, Mexico (manufacturing facility)

- Scheduled auto on-off activation on HVAC system
- Closed compressed air supply isolation valve when not in use
- Continued deployment of LED lighting
- Reduced 2023 energy consumption by more than 15%

### Sfax, Tunisia (manufacturing facility)

- Deployed light sensor switches to all stairwells and low traffic areas
- Installed variable speed air compressor system

### Houston, Texas (manufacturing facility)

- Added a new air compressor and holding tank system to keep pressure regulated and minimize the need for a continual feed from the existing system

### Bettlach, Switzerland (manufacturing facility)

- Replaced aging HVAC equipment with new energy efficient equipment
- Reduced or eliminated heated air flow to vacant or little used spaces
- Reduced scope 1 GHG emissions by more than 9%

### Austin, Texas (manufacturing facility)

- All interior lighting changed to LED
- Replaced all air compressors with new energy efficient equipment
- Replaced rooftop air conditioning units with new energy efficient equipment

## Renewable Energy

We are also committed to seeking out opportunities to reduce our impact through the use of renewable energy. During 2023, our site in Guildford, UK reduced its energy purchases from the national grid to less than 10% of its total usage, with the balance coming exclusively from renewable sources. In addition, our Mathys facility in Bettlach, Switzerland obtains 100% of its purchased electricity from renewable sources. As we continue to analyze and assess our energy footprint, we plan to expand our use of renewable energy sources in the future.

## Water Consumption and Waste Generation

The software tool we are utilizing to measure and report energy usage also enables us to measure and report water consumption and solid waste generation. During 2023, we began utilizing this tool to collect invoice data from our primary operating sites and expect to be in a position to report water consumption and solid waste generation baseline data for 2024.

## Understanding Climate Risk

In 2023, we continued to partner with our global property insurer to expand the initial climate risk assessment that we completed in 2022 to cover additional sites. By helping to identify which of our sites are potentially exposed to severe climate events, the assessment serves as a helpful tool in assessing our exposure to climate risk. In addition, the assessment also provides recommendations for opportunities to mitigate climate-related risk at these sites.

## 2023 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	2023 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	9 recalls issued in 2023; 1,031 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	2023 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 HCPs 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 impantable 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	2023 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.



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