

2022  
CORPORATE  
SOCIAL  
RESPONSIBILITY  
REPORT

# Siemens



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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, including the ongoing impact of the COVID-19 pandemic. 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 ESG strategies 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 2022 Corporate Social Responsibility ("CSR") Report, which represents our first CSR report since we completed our transformation into an innovation-driven medical technology growth company following the spin-off of ESAB Corporation in April 2022. This report builds on our inaugural 2020 CSR Report (which was published under our former name, Colfax Corporation), details our CSR program and focuses on how our CSR program aligns with our corporate mission, values and behaviors. It highlights initiatives that are currently underway, as well as our future plans to respond to evolving environmental, social and governance ("ESG") topics and issues that are of interest to our shareholders, customers, suppliers, team members and other stakeholders.

This year, where appropriate, we endeavored to align our disclosures with the Sustainability Accounting Standards Board's ("SASB") industry-specific standard for medical equipment and supplies. A SASB index is included at the end of this report.

Unless otherwise noted, this report describes our ESG efforts and performance for the year ended December 31, 2022. While we maintain internal processes to ensure that our reporting is as accurate as possible, the data in this report has not been externally assured.

# A MESSAGE FROM OUR CEO

AT ENOVIS, WE ARE CONSTANTLY WORKING TO CREATE BETTER—FOR HEALTHCARE PROVIDERS AND THEIR PATIENTS, FOR SHAREHOLDERS, AND FOR EACH OTHER.



Matthew L. Trerotola  
Chief Executive Officer

**We generate better patient outcomes and transform workflows.** Our commitment to enhancing lives and fueling active lifestyles—and our culture of continuous improvement and innovation—makes us one of the leading medical technology companies in the world. We empower more than 7,000 passionate team members across six continents to create better together every day.

**We hold ourselves to high standards.** We actively identify and manage environmental, social, and governance (“ESG”) considerations that are vital to the long-term sustainability of our company and our planet. This includes a particular focus on business ethics, workplace health and safety, energy efficiency, waste management, climate risk, human rights, and diversity, equity, and inclusion—all in an effort to maximize our impact around the globe. By aligning our business strategy with these ESG considerations, we strengthen our ability to identify new business opportunities and attract the next generation of talent, enhance company culture, and create long-term value for our shareholders.

**We do what’s right.** We believe in keeping our spaces healthy and safe, responsibly managing our supply chain, and promoting diversity, equity, and inclusion at work, within our communities, and in society.

**We make a positive difference.** In 2022, we did just that. Around the world, Enovis team members invented new and innovative products to help improve quality of life, gave back to their communities through volunteerism and charitable donations and worked to reduce our environmental impact in the local areas surrounding our facilities.

**We succeed together.** Our proprietary business management system, Enovis Growth Excellence (EGX), is what guides us. It’s in our DNA, and it’s what makes us great. Together, when we apply EGX to develop new products, strengthen our shared sense of purpose, and limit our impact on the environment, we are at our best—and we make the world a better place.

**We are Enovis.** I am incredibly proud of our team and our commitment to corporate social responsibility, and I am excited to share our accomplishments with you in our 2022 Corporate Social Responsibility Report.

A handwritten signature in black ink that reads "Matthew L. Trerotola". The signature is written in a cursive, flowing style.



## ABOUT ENOVIS

WE ARE 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, GLOBAL TALENT AND INNOVATION, THE COMPANY'S EXTENSIVE RANGE OF PRODUCTS, SERVICES AND INTEGRATED TECHNOLOGIES FUELS ACTIVE LIFESTYLES IN ORTHOPEDICS AND BEYOND.

### BY THE NUMBERS

1.6 Billion

2022 TOTAL REVENUE

7,000+

TEAM MEMBERS

1,400+

PATENTS\*

1,000+

MEDICAL DEVICES

\*Combined issued, pending, and published patents

## Our History

- We began as Colfax Corporation in 1995, which was founded by Mitchell and Steven Rales.
- **Enovis** was launched in 2022 when Colfax spun off its ESAB fabrication technology business.
- Powered by a culture of **continuous improvement** and 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 are led by **Matthew L. Trerotola**, our **Chief Executive Officer**.
- Our diverse Board of Directors includes four new members who joined in April 2022 and has significant Med Tech experience.
- We are publicly traded on the **New York Stock Exchange (NYSE: ENOV)**.

## Our Business

- 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 Customers

- 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.



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# OUR PURPOSE: CREATING BETTER TOGETHER

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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: WHO WE ARE

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.

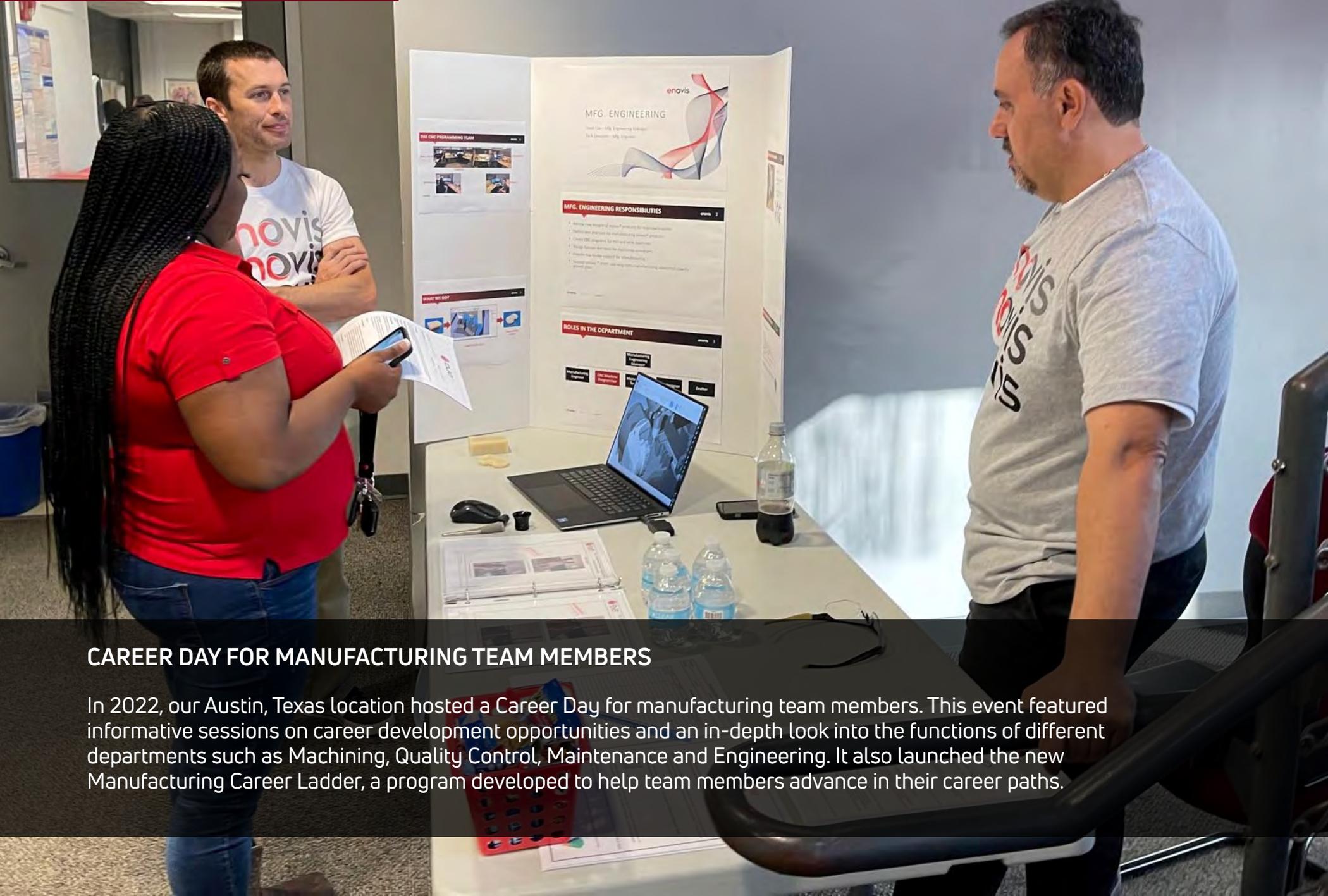
We are focused on **delivering** market-leading growth and extraordinary shareholder value in an ethical, accountable and responsible manner.

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 exist to help healthcare professionals thrive, providing leading products and solutions that enable them to deliver exceptional service and care to the **patients** they serve.

## SPOTLIGHT STORY



### CAREER DAY FOR MANUFACTURING TEAM MEMBERS

In 2022, our Austin, Texas location hosted a Career Day for manufacturing team members. This event featured informative sessions on career development opportunities and an in-depth look into the functions of different departments such as Machining, Quality Control, Maintenance and Engineering. It also launched the new Manufacturing Career Ladder, a program developed to help team members advance in their career paths.

# OUR PROCESS: HOW WE WORK

WE HAVE DEFINED SPECIFIC BEHAVIORS AND APPROACHES TO ENSURE THAT HOW WE WORK IS EFFECTIVE AND TRUE TO OUR VALUES.

## OUR BEHAVIORS

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.



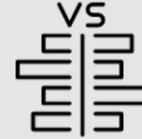
### Thoughtful Speed

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.

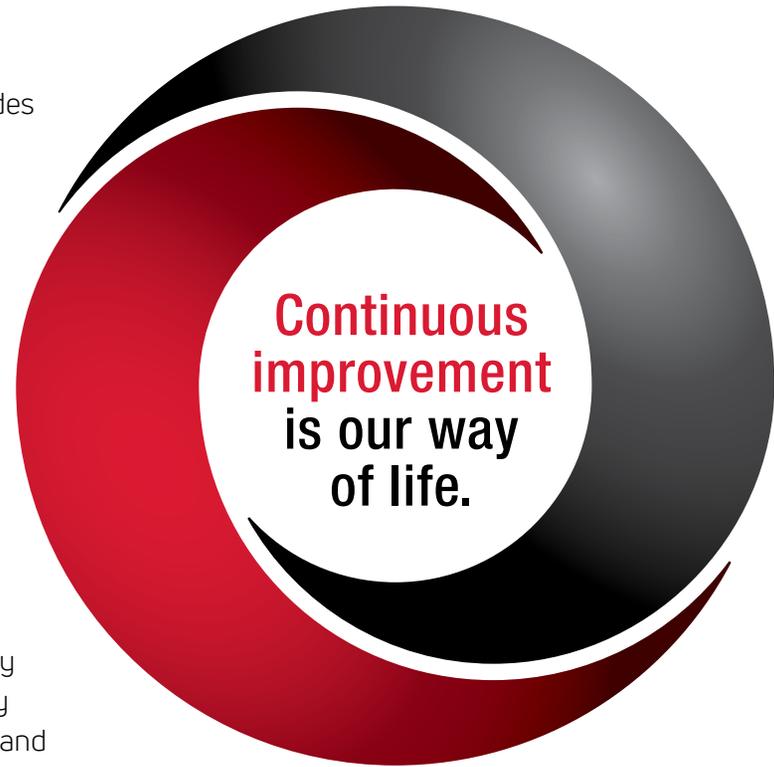
## ENOVIS GROWTH EXCELLENCE (EGX) BUSINESS SYSTEM

Our unique business management system, Enovis Growth Excellence (EGX), guides the way we operate. EGX 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, our new 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 relatable 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 can execute and sustain every business long term by keeping continuous improvement at the center of everything we do.





## OUR COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY

Our continuous improvement culture extends to our management of environmental, social and governance (ESG) considerations. We seek to 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 of Directors (the “Board”) and management. ESG matters are managed and monitored by senior management throughout the year. The Board exercises oversight on 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.

To highlight the responsible ESG actions we take to meet the needs of our stakeholders and the high standards we set for ourselves, we are pleased to share our first Corporate Social Responsibility Report as Enovis Corporation. This year’s report builds on the inaugural 2020 CSR Report that we published under our former name, Colfax Corporation. With continuous improvement as our core value, we are confident that our positive influence will continue to be even greater in the future.

# CORPORATE GOVERNANCE HIGHLIGHTS

82%

INDEPENDENT BOARD WITH A DIVERSE SET OF SKILLS, EXPERIENCES AND ATTRIBUTES, INCLUDING PUBLIC COMPANY BOARD AND LEADERSHIP (CEO, CFO OR COO) ROLES, BROAD INTERNATIONAL EXPERIENCE, TECHNOLOGY AND INNOVATION EXPERIENCE, MED TECH INDUSTRY EXPERIENCE, AND FINANCE/ ACCOUNTING EXPERTISE

4

FEMALE DIRECTORS

3

RACIALLY OR ETHNICALLY DIVERSE DIRECTORS

57

AVERAGE DIRECTOR AGE (AS OF DECEMBER 31, 2022)

6.9 YEARS

AVERAGE TENURE (AS OF DECEMBER 31, 2022)

## 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 eleven directors with diverse backgrounds, skills and experience, which we believe contributes to the effective oversight of the Company. In connection with the launch of Enovis as an independent public company in April 2022, we added four new directors to the Board, each of whom brings significant medical technology industry experience.

### 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
- 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

## 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. At least once a quarter, management provides the Audit Committee with an update on cybersecurity.

In 2021, at the direction of the Audit Committee, the Company engaged an external consulting firm to conduct a comprehensive information security assessment of the Company's businesses. The results of the assessment were presented to the Audit Committee. The Company is implementing recommended improvements and providing regular updates to the Audit Committee on its progress.

The Company maintains a robust information security training and compliance program, which includes, among other things, regular phishing awareness training. In October 2022, we conducted a cybersecurity awareness month campaign, which focused on a variety of training topics, including cybersecurity in the workplace, phishing and credential harvesting awareness, social engineering tactics, and sound information security practices when working from home.

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.

## ETHICS AND COMPLIANCE FRAMEWORK

The world around us is rapidly changing, but one thing remains constant: our commitment to business ethics and compliance. 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.

### 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. The Code was refreshed in April 2022 in connection with the completion of our spin-off of ESAB Corporation and rebranding as Enovis. During 2022, all team members were 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.

### Healthcare Compliance

In addition to the Code, we abide by the AdvaMed Code of Ethics on Interactions with Healthcare Professionals (the "AdvaMed Code") and certified our compliance with the AdvaMed Code on the AdvaMed website. We allocate significant resources in the form of a dedicated Chief Compliance Officer and compliance department, ongoing live and online healthcare compliance and ethics training, periodic

auditing and monitoring, and written policies and procedures (in addition to the Code and the AdvaMed Code) to ensure that each team member and business partner has a clear expectation as to their role in enabling us to conduct our operations in a compliant and ethical manner.

### 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 provisions in contracts with third parties and ongoing monitoring of third parties for compliance with our policies.

## We Foster an Open Culture Where Concerns Can Be Raised Without Fear of Retaliation

OUR ETHICSPPOINT 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. REGULAR REPORTING IS PROVIDED TO SENIOR MANAGEMENT AND THE AUDIT COMMITTEE OF OUR BOARD OF DIRECTORS ON THE TYPES OF REPORTS RECEIVED AND THE ACTIONS TAKEN IN RESPONSE.

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# OUR IMPACT: WHAT WE DO

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We strive to have a positive impact on not only our customers and patients but also our team members and communities.

# CREATING BETTER FOR OUR CUSTOMERS AND PATIENTS

We develop clinically differentiated solutions that generate measurably better patient outcomes.

## SPOTLIGHT ON GROWTH AND INNOVATION

We remain committed to providing solutions to our customers' most challenging problems. 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 2022, we invested more than \$60 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 40.

The following examples provide highlights of our recent innovations:



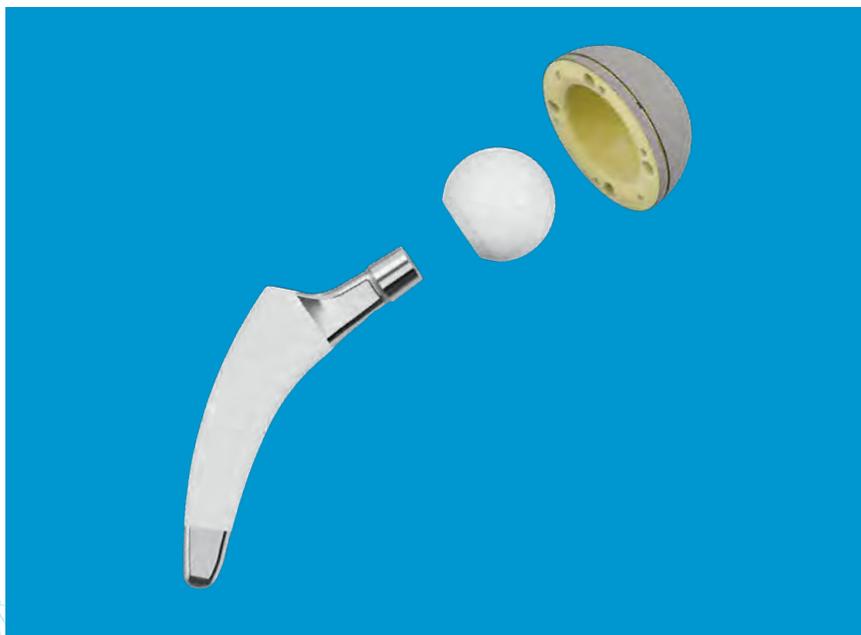
### ARVIS® Augmented Reality Surgical Guidance System

In November 2022, at the American Academy of Hip and Knee Surgeons (AAHKS) Annual Meeting in Dallas, Texas, our ARVIS® Augmented Reality Surgical Guidance System was awarded the AAHKS Industry Innovation Award, which recognizes cutting-edge innovation in products, procedures and services in the field of hip and knee arthroplasty.



### **DynaNail Helix™ – A New Twist on Hindfoot Fusions**

In November 2022, we announced the introduction of the DynaNail Helix™, the latest addition to the DynaNail® family and our expansive suite of foot and ankle products. DynaNail Helix is designed to achieve sustained dynamic compression for subtalar fusion with an innovative, anatomically friendly design and simple, screw-like insertion. Leveraging the same groundbreaking NiTiNOL compressive element technology from other DynaNail systems, the DynaNail Helix is smaller, easy to use and comes with expanded indications.



### **RM Pressfit Vitamys Cup Range Enhancements**

In June 2022, our Swiss subsidiary Mathys AG Bettlach announced the release of two new small implant sizes (42/28 and 46/32) in their flagship RM Pressfit vitamys cup range as well as a complete range of hooded RM Pressfit vitamys implants. The additional range of hooded RM Pressfit cups is specifically intended to serve clinicians who prefer a posterior approach. This series enhancement was released in conjunction with a completely new modular instrument set. These new additions to the implant portfolio will further consolidate Mathys' position as a leading provider of orthopedic solutions and will continue to propel patients towards maximum mobility.



### **Motion iQ® Connected Bracing Products**

We recently launched two connected bracing products for our award-winning Motion iQ® platform. The DonJoy® X-ROM® iQ, a wearable post-operative knee brace, and the DonJoy® SRB iQ, a lightweight 3D-knit compression knee sleeve, both deliver timely feedback to patients and their care teams to improve rehabilitation outcomes.



### **Arsenal Ankle Plating System™**

In June 2022, we announced the latest addition to our Foot & Ankle portfolio, the Arsenal Ankle Plating System, which expands our offerings to address both tri-malleolar and intra-articular fracture patterns. This innovative system features 37 anatomically designed plates throughout nine plate families, offering foot and ankle surgeons a solution for any ankle fracture.



## MaxTrax™ Walking Boots

In June 2022, our BAS Team launched our new ProCare MaxTrax 2.0 and MaxTrax 2.0 Air walking boots.

MaxTrax 2.0's molded foam insole and trimmable raised and rounded counter heel helps enhance comfort. Customizable, malleable double uprights accommodate a variety of calf sizes, and versatile cross-strapping options and adjustable straps help tailor the fit. Its boot length and liner circumference were improved to fit a wider range of leg and foot sizes. A low-profile footbed and non-slip rocker help promote natural gait and shock absorption, and the Achilles strap is removable to improve heel stability.

MaxTrax 2.0 Air features an inflatable, adjustable dual air-cell system to maintain limb contact for better stability and accommodate edema changes. The pump and release valve were relocated to the boot's side so wearers can use knee scooters.

## SPOTLIGHT STORY



### RECOGNITION FROM THE ASSOCIATION OF HUMAN RESOURCES OF THE INDUSTRY (ARHITAC)

Our Enovis Mexico HR team was recognized for its social responsibility, gender equity and recognition systems program at the 2022 ARHITAC Awards in September. The ARHITAC Awards honor best practices of Human Resources executives within their organizations. ARHITAC has 270 affiliated companies (manufacturing and services industries) representing close to 190,000 team members.

# CREATING BETTER FOR OUR TEAM MEMBERS

We develop our team members to lead, grow and thrive—all in the service of others.

## HUMAN CAPITAL MANAGEMENT

Our commitment to our shared purpose of Creating Better Together—for our customers, patients, shareholders and each other—begins with our dedicated and talented team members.

We believe that the best team wins. Our growth model is focused in part on acquiring good companies, empowering our people and using EGX to make them great. Culture and team member development are critical to our success.

We have a diverse team around the world. We are committed to not only attracting great talent but also developing and rewarding our team members to grow and sustain our company. Our internal human capital management programs center 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

During 2022, we rolled out an enhanced suite of virtual, on-demand and in-person learning and development programs for team members globally, which were centered on leadership, business skills and compliance.

## Fostering a Culture of Engagement

We take pride in supporting an open, honest culture of feedback. We conduct an annual global team member engagement survey and share the results with team members. In 2022, more than 93 percent of our team members participated in the survey. Highlights from our 2022 survey included:

- Improvement in scores for 45 of the 50 items from our 2021 survey, which speaks to our team's commitment to making Enovis a great place to work, especially during a year of transformative change and opportunity for our Company.
- Company-wide engagement remains high and increased to 79 percent in 2022 from 78 percent in 2021.
- Safety, ethics and integrity continue to be strengths—two of the top five scoring items in the survey focused on these critical areas.
- 83 percent of recipients indicated that they are very proud to work for 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 2022, we increased and improved our communication with team members by initiating 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.

We also recently rolled out an enhanced, mobile-enabled team member intranet, ENOVerse. This site serves as a platform for delivering, among other things, the latest Company news, brand communications and team member recognition stories.

## 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 2022, we completed a comprehensive review of our benefit programs and identified and prioritized adjustments, including a new U.S. parental leave policy, which provides team members with up to six weeks of paid leave. We also initiated a gender pay equity review study, covering more than 2,000 U.S. team members, which is expected to be completed during the first half of 2023.



## 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 feel the support necessary to reach their full potential.

During 2022, we continued to expand on our diversity, equity and inclusion initiatives and key priorities that were previously implemented by Colfax. These actions included:

- Diversity, equity and inclusion training programs for managers and team members
- Expanded efforts to ensure diverse candidate slates are presented to improve our rate of diverse hires in management
- The successful launch of two team member affinity groups, a global Women’s Leadership Group and a U.S. Black/African American Group. Recent programs included external guest speakers, career workshops and networking events

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.

Enovis is proud to be one of America’s Greatest Workplaces for Diversity. We value our diverse employee base and encourage our team members to bring individual ideas and perspectives to the table as we know these differences make us stronger.

## 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%



## SPOTLIGHT STORY



### NATIONAL HISPANIC HERITAGE MONTH EVENTS

Many of our locations hosted fun, engaging and educational events to celebrate National Hispanic Heritage Month and honor the histories, cultures and contributions of Hispanic Americans who have positively influenced and enriched our nation and society. Festivities ranged from a delicious salsa tasting contest and informational booth in Austin, Texas to events with music, dancing, food and fun in Asheboro, North Carolina to an all-out celebration of the vibrancy, warmth and spirit of the Hispanic culture at our Vista Manufacturing Center in California.

## 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.

### EHS Policy Statement

- We actively and visibly manage EHS risk and performance elements in our operations. We meet or exceed statutory requirements in fact and in spirit.
- We carry our culture of total team member involvement into EHS applications and responsibilities. Our team members are engaged, supported and accountable in their roles in order to meet EHS objectives and to foster safety and environmental protection at work. We encourage our team members to extend EHS awareness to their activities away from work.
- We strive for the prevention of problems and set a zero target for accidents. We subscribe to a prevention-based EHS philosophy backed up with risk management and contingency planning. Investigations of accidents and upsets are conducted as an extension of our commitment to continuous improvement.
- Our team members conduct themselves in accordance with the rules and cultures of our hosts, ranging from entire communities to specific work sites. Guests visiting Enovis are provided with the

information and protections necessary to ensure their visit is safe and productive.

- We are conscious of our potential impact on the environment, our demand for resources and the lifecycle impacts from our products and operations. From design to delivery, we seek opportunities to conserve resources and minimize detrimental effects on the environment.
- In all aspects, we will be driven by our core Values of environmental protection, safe working conditions and good corporate citizenry.

### EHS Goals

We will:

- Know the site-specific EHS requirements
- Have an organized means to attain them and to detect additional requirements or risks
- Have clearly defined roles, responsibilities, tasks, checks, procedures and other tools to systematically carry out EHS objectives
- Have an active and engaged workforce that incorporates EHS into their daily work priorities
- Enable effective stewardship of EHS affairs at all management levels
- Communicate company strategy and vision in order to align EHS with business goals and vice versa
- Constantly improve measures used to mitigate the potential to cause environmental impairment or harm to human health
- Improve performance as measured by accident statistics and other meaningful metrics
- Set goals and objectives to drive continuous program improvements, striving for excellence consistent with or superior to the performance of the top quartile of our business peers

## 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 2022, featured topics included hand safety, electrical safety, slip, trip and fall prevention, powered industrial truck safety and curbing safety complacency.

During each monthly campaign, our sites execute the following actions throughout the month:

Week #1	Weeks #2 & #3	Week #4
<p><b>Education and Awareness</b></p> <ul style="list-style-type: none"><li>• Review topic-specific educational materials with team members.</li><li>• Review safety incidents related to the monthly topic in the workplace.</li><li>• Reinforce policies, protocols and our comprehensive management systems to demonstrate our commitment to health, safety, and the protection of our environment and to the principles of our EHS Policy, bringing value to our team members, customers, and the community.</li></ul>	<p><b>Engage the team at the Gemba</b></p> <ul style="list-style-type: none"><li>• Utilize self-assessment checklists and other tools to identify potential risks or hazards.</li><li>• Record assessment results and observations in online reporting module.</li><li>• Manage and resolve open actions and facilitate improvements.</li></ul>	<p><b>Share best practices and recognize the team</b></p> <ul style="list-style-type: none"><li>• Share learnings and best practices with teams and global EHS forums.</li><li>• Celebrate wins with local teams and the Company via team member recognition programs.</li></ul>

## EHS Audit Program

As part of our continuous improvement culture, we maintain an active and robust EHS audit program. During 2022, we completed EHS audits at eleven of our key sites, and we plan to launch audits at seven additional locations during the first quarter of 2023. Following each completed audit, findings are reviewed and discussed with site leadership and formal actions are developed to address any audit findings.

## EHS Training

Our team members participate in EHS training on an ongoing basis. During 2022, team members received training on, among other things, driver safety and proper ergonomics. We also invest in disaster recovery, business continuity and other emergency preparedness training and routinely conduct safety drills.

## 2022 Safety Program Highlights

During 2022 we expanded, matured and formalized our Monthly Safety Campaign training programs. We established specific monthly training topics, developed corresponding training tools, communicated across the entire company and tracked compliance.

We also expanded the use of the ART (Active Release Training) ergonomics program developed and piloted at our manufacturing center in Vista, California. This in-house program utilizes the capabilities of trained professionals to help team members relieve pain and prevent further injury associated with repetitive motion activities.

In addition, as further described below, we also made significant progress on our safety performance.

## 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
2022	33	0.53
2021	64	1.06
Variance year-over-year	(31)	(0.53)

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

As summarized in the table, our continued commitment to safety in 2022 resulted in a 47% reduction in the number of recordable incidents and a significant reduction (50%) in our TRIR over the prior year. While we are pleased with these improvements, we remain focused on pursuing our goal of zero accidents.

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# CREATING BETTER FOR OUR COMMUNITIES

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We dedicate ourselves to  
supporting the communities  
where we live and work.

# COMMUNITY IMPACT

We deliver successful outcomes through our shared purpose of Creating Better Together. We know that we possess the power to create better—for our customers, patients, shareholders and each other. But it's not just about Creating Better Together at work. We encourage all team members to apply that purpose, passion and positivity to the communities in which they live, work and spend time with family, friends and loved ones.

All team members are provided with an additional day of paid time off to participate in a "Creating Better in the Community Day," which can be used to volunteer at a community service event of the team member's choice or an Enovis-organized activity. In 2022, as COVID-related restrictions began to subside, we encouraged all Enovis sites to participate in an event that gives back to our communities.

The following are just a few examples of the charitable projects and volunteer activities that our teams contributed to in 2022:

## CHARITY NIGHT FOR THE MATTHIAS GINTER FOUNDATION



As part of the market launch of our ankle orthosis AIRCAST® Airfree® in May 2022, Enovis-DACH launched a fundraising campaign for the Matthias Ginter Foundation. We committed to donating one euro per unit sold to the foundation for a one-year period. To date, we've donated 8.000€, which was presented to the foundation at a special charity night event.

The Matthias Ginter Foundation fits well with the Company's purpose and commitment to having a positive impact on our communities, as the foundation supports projects (often related to sports) in the Freiburg, Germany area where our Enovis-DACH headquarters are located. Our first donation to the foundation will help finance the establishment of physiotherapy at the University Hospital in Freiburg for disadvantaged children.

## WESTSIDE WAY 5K/10K



The Enovis team in Wilmington, Delaware participated in an annual family fun run/walk. Team members donned their Enovis gear and took to the streets for the race along the Wilmington Riverwalk and scenic wetland areas. Proceeds from the race benefit Westside Family Healthcare, a 501(c)3 nonprofit designated to provide equal access to health services for underserved communities in Delaware.

## HABITAT FOR HUMANITY COMMUNITY BUILD PROJECT



Team members at our Wilmington, Delaware location volunteered at a Habitat for Humanity of New Castle County build project. They broke ground on the property, cleared out debris and weeds and cut down trees to make the site ready for construction of a new home.

## DONATION DRIVE BENEFITING CASA HOGAR



In April 2022, the Global Trade Team at our Tijuana, Mexico site sponsored a donation drive benefiting Casa Hogar, an orphanage that is home to 31 children between the ages of one to 16. Throughout the month, the team raised enough funds to purchase more than 300 essential supplies including clothing, hygiene and health items. They also organized a day with the children featuring food, games and fun activities.

## ANNUAL GOLF EVENT FOR THE MARINE CORPS SCHOLARSHIP FOUNDATION (MCSF)



Almost 20 years ago, we embarked on a mission to support the MCSF through an annual golf event. As a result of our commitment, we've raised more than \$1.5 million for the MCSF, the nation's oldest and largest provider of need-based scholarships for military children.

In 2022, we hosted our 19th annual Golf Open in Fort Worth, Texas, where multiple golfers participated, including representatives from Enovis, the local community and our generous supplier partners. Together we raised thousands of dollars for the MCSF.

## HELPING FURRY FRIENDS



In June 2022, the Distribution Team at our Tijuana, Mexico site partnered with local veterinarians to host a free clinic to help spay and neuter cats and dogs. More than 40 furry friends and their owners were in attendance. The benefits of spaying or neutering include decreased risk of disease, reduction in anxiety, and a healthier, happier pet.

## CASA DE AMPARO 20TH ANNUAL HOLIDAY DONATION CENTER



Our Enovis Bracing & Supports team in Carlsbad, California partnered with Casa de Amparo, a San Diego-based charity, by collecting donated toys to make the holidays a little brighter for children and teens.

## 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.



# ENOVIS REGEN "GREEN" PACKAGING PROJECT

In addition to our initiatives to manage environmental risks and opportunities at an enterprise level, we actively encourage our individual sites and business lines to pursue opportunities to operate more efficiently and reduce our environmental footprint. In response to team member and customer feedback, our Enovis Regen team embarked on an effort in 2022 to redesign the packaging for our CMF OL 1000 and Spinalogic bone growth stimulators in order to be more sustainable and eco-friendly.

The previous packaging for these products included a sewn case and foam packing material. While these materials were effective in protecting the product during transit, they also had several downsides:

- Polyurethane foam is an expensive, oil-based product with minimal recycling options; it is typically buried in landfills or burned.
- The CMF OL 1000 black cases, though made of recyclable materials, would have to be completely stripped of straps, zippers, plastic hardware and internal foam. Even then, they would be likely to end up in landfills.
- The bags were previously sourced from Asia, trucked from the factory to the port, transported via ocean vessel and trucked to our facility in the U.S., generating emissions every step of the journey.

The redesigned packaging for these products is less expensive with shorter lead times. Our new packaging completely eliminates the bag and foam, is curbside recyclable and costs about half the price of the prior packaging. In addition:

- All material is sourced locally in the U.S.
- Logos are printed with plant-based inks.
- The corrugated packs and printed instructions for use are curbside recyclable.
- The corrugated material contains recycled content.



## ENVIRONMENTAL STEWARDSHIP

Sustainable development means satisfying human needs without compromising the ability for future generations to meet their needs. As a leader in our field, we recognize our responsibility to move our processes, products and industry towards sustainability.

As highlighted in our EHS Policy Statement, we are committed to seeking opportunities to conserve resources and minimize detrimental effects on the environment. Following the spin-off of our former fabrication technology business in April 2022, we recognized the need to assess our environmental footprint as Enovis began its journey as a standalone public company.

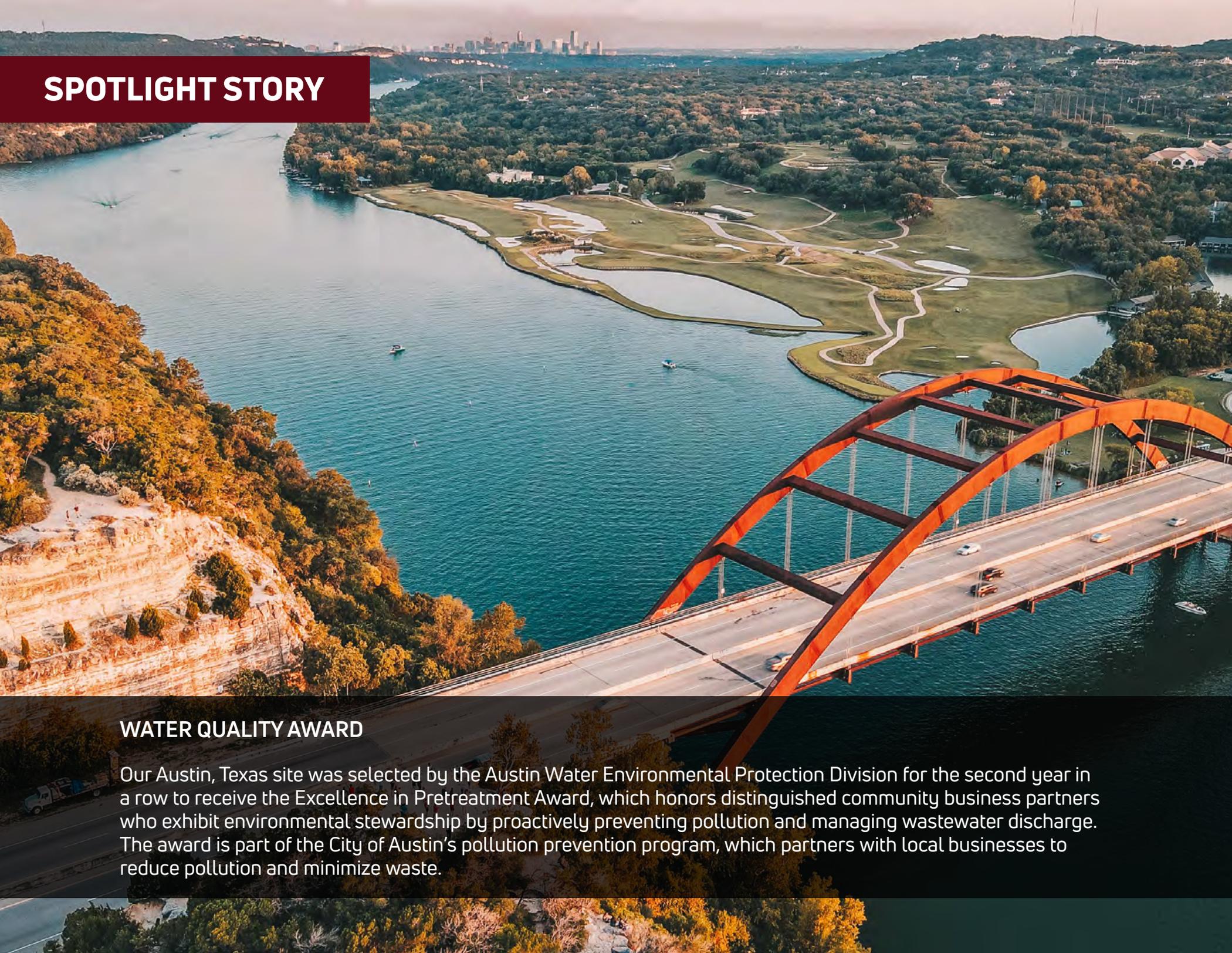
In the second half of 2022, with the assistance of an external third-party expert, we completed an initial assessment of scope 1 and scope 2 greenhouse gas (GHG) emissions at eleven of the Company's largest sites. Collectively, we believe that these sites make up approximately 85 to 90 percent of the Company's total scope 1 and scope 2 GHG emissions. This initial assessment allowed us to create a consistent, repeatable process that will facilitate collection and measurement of GHG emissions data on an enterprise-wide basis. In addition, we also plan to utilize the findings of the initial baseline

assessment to identify opportunities for targeted GHG emissions reductions at selected locations.

As we began our journey as Enovis, we also assessed our plans and priorities for measuring key environmental metrics and establishing a process for collecting and reporting this data. Beginning in 2023, our teams will be tracking and managing electricity, natural gas and water usage, as well as solid waste generation, on a monthly basis across 28 of our key operational and commercial sites globally. We are also evaluating alternative energy solutions, including the use of solar panels, in connection with a planned facility expansion.

We also took steps to better understand the potential impacts of climate risk on our business and how to manage and minimize such risk. To that end, in the second half of 2022, we partnered with our global property insurer to undertake an initial climate risk assessment. The assessment was completed in late November 2022, and our teams are currently evaluating the recommendations that were identified in the assessment. We plan to continue to work with our insurer to update the climate risk assessment on an ongoing basis.



An aerial photograph of a scenic river valley in Austin, Texas. The river flows through a lush green landscape with a golf course on the right bank. A prominent orange steel arch bridge spans the river in the foreground. In the distance, the Austin skyline is visible under a clear sky. A dark red banner with white text is positioned in the top left corner.

## SPOTLIGHT STORY

### WATER QUALITY AWARD

Our Austin, Texas site was selected by the Austin Water Environmental Protection Division for the second year in a row to receive the Excellence in Pretreatment Award, which honors distinguished community business partners who exhibit environmental stewardship by proactively preventing pollution and managing wastewater discharge. The award is part of the City of Austin's pollution prevention program, which partners with local businesses to reduce pollution and minimize waste.

## 2022 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	2022 Response/Disclosure
<b>Affordability &amp; Pricing</b>	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.
<b>Product Safety</b>	HC-MS-250a.1	Number of recalls issued; total units recalled	5 recalls issued in 2022 (four in the U.S., all of which were all Class II recalls; one in the EU); 930 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

<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.

<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 health care 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.



# enovis<sup>TM</sup>

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