

 **CONMED**
ESG 2024
Environmental, Social, and Governance Report



The logo features a blue square icon with a white swoosh on the left, followed by the word "CONMED" in a bold, black, sans-serif font, and "VISION" in a blue, handwritten-style script font.

Empower healthcare providers worldwide to deliver exceptional outcomes for patients.

FOCUS BEHIND THE VISION
PEOPLE, PRODUCTS, PROFITABILITY



WE DO
things the
right way.



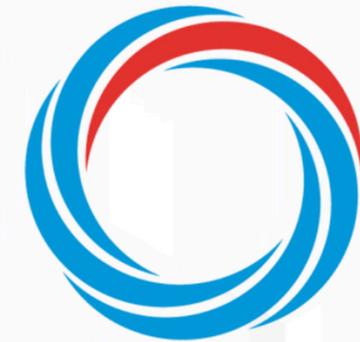
WE MAKE
and keep
commitments.



WE OPERATE
with urgency.



WE BELIEVE
in the power of
engaged talent.



WE DELIVER
exceptional results

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A Message to Our Stakeholders



Patrick J. Beyer
President and CEO

Dear CONMED Stakeholder,

Thank you for your interest in CONMED and our Environmental, Social and Governance (“ESG”) initiatives. At CONMED, we are driven every day by our vision to empower healthcare providers worldwide to deliver exceptional outcomes for patients. This vision is supported by our values, known as CONMED’s Pillars of Excellence, as follows:

-  **WE DO things the right way.**
-  **WE MAKE and keep commitments.**
-  **WE OPERATE with urgency.**
-  **WE BELIEVE in the power of engaged talent.**
-  **WE DELIVER exceptional results.**

We are committed to reporting transparently on the accomplishments and initiatives that support our vision and values.

Clinical Differentiation

Our R&D teams are focused on developing innovative new products and platforms across our product lines. We believe innovation that improves patient care can drive demand and clinical engagement because it delivers better outcomes for our patients while simultaneously being economically positive for healthcare institutions. The growth of our AirSeal® portfolio is supported by physician demand for better patient outcomes that benefit not only patients but hospitals as well. A reduction in postoperative pain, when using AirSeal at low pressure, has been concluded in recent published clinical studies^{1,2,3}. Quicker recovery times, resulting in shorter stays enable hospitals to treat more patients. Additionally, expanding the impact of Buffalo Filter® and ensuring that it continues to play a key role in protecting caregivers from toxic smoke in the operating room remains a high priority for our team. We are excited about the outlook for BioBrace®, our highly differentiated product for soft tissue repair and sports medicine, which is being used in over 50 different procedure types.

An Engaging Work Environment

We also want to highlight our greatest asset: our people. We are proud to have a dedicated global team that embodies our values. Our management team and Board of Directors are committed to creating an engaging work environment, and we were pleased to once again receive high marks from our employees in the 2024 employee engagement survey, in which 98% of our employees voluntarily participated.

Stakeholder Connections

My CONMED career started in 2014, when I joined the Company as President of International. Since taking on the President and CEO role in January 2025, I have even further broadened my understanding of CONMED and our stakeholders by conversing with global team members, visiting factories, connecting with customers, developing industry relationships, and meeting with stockholders. I continue to be humbled by the engagement of CONMED’s stakeholder community. I hope that you, as a CONMED stakeholder, find our 2024 ESG Report meaningful and impactful.

As we reflect on the past year’s accomplishments and milestones, we are excited for the future. Thank you again for your interest in CONMED.

Sincerely,

Patrick J. Beyer
President and CEO

About this Report

The following tear sheet contains disclosure of ESG metrics relevant to CONMED Corporation's business, as well as those included in the Sustainability Accounting Standards Board (SASB) standards for the Medical Equipment & Supplies industry. We also aligned the disclosures in this report with the United Nations Sustainable Development Goals (UN SDGs). This document covers ESG disclosures for CONMED Corporation for the period of January 1, 2024 through December 31, 2024, unless otherwise noted.

This report may contain forward-looking statements based on certain assumptions and contingencies that involve risks and uncertainties, which could cause actual results, performance, or trends to differ materially from those expressed in the forward-looking statements herein or in previous disclosures. For example, in addition to general industry and economic conditions, factors that could cause actual results to differ materially from those in the forward-looking statements may include, but are not limited to the risk factors discussed in the Company's Annual Report on Form 10-K for the full year ended December 31, 2024 and other risks and uncertainties, which may be detailed from time to time in reports filed by CONMED with the SEC. Any and all forward-looking statements are made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995 and relate to the Company's performance on a going-forward basis. The Company believes that all forward-looking statements made by it have a reasonable basis, but there can be no assurance that management's expectations, beliefs or projections as expressed in the forward-looking statements will actually occur or prove to be correct.

| Activity Metrics | 2022 | 2023 | 2024 |
|-----------------------|-------------|-------------|-------------|
| Full-Time Employees | 4,100 | 4,000 | 3,900 |
| Net Sales (thousands) | \$1,045,472 | \$1,244,744 | \$1,307,015 |

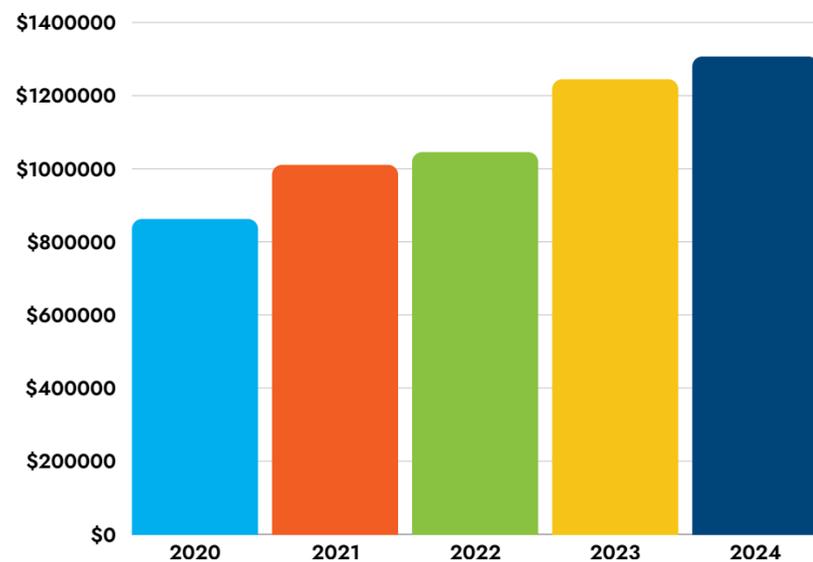


Company Snapshot

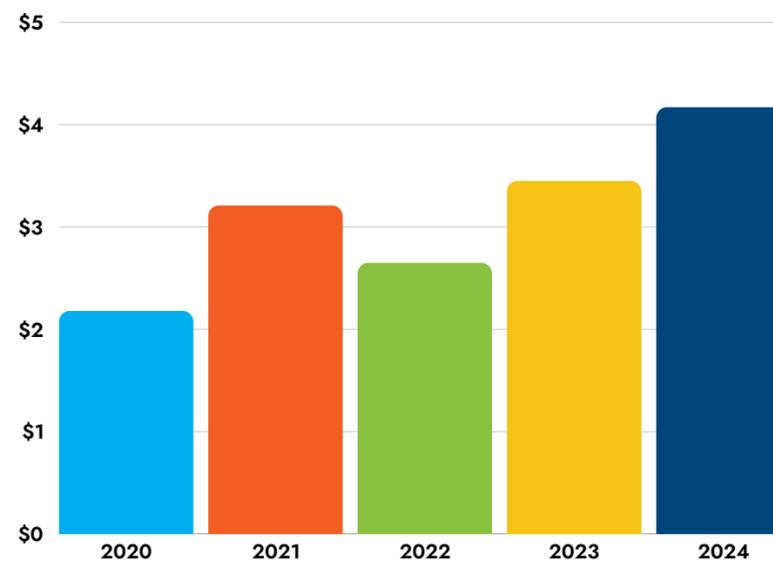
FY 2024 REVENUE

\$1.3 BILLION

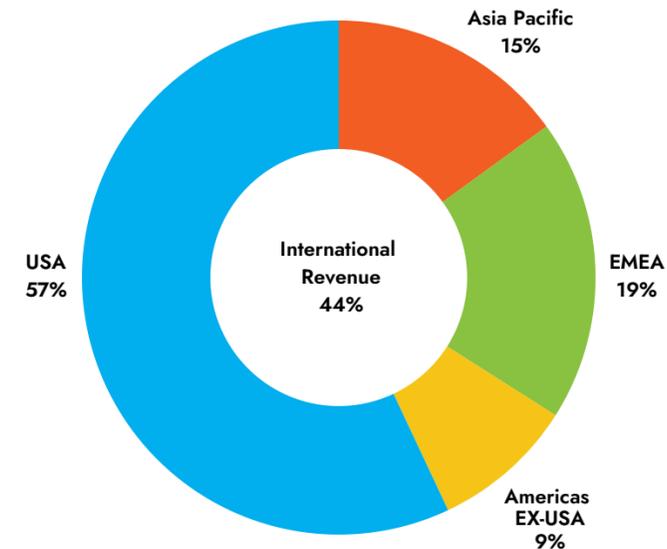
Revenue (\$ in Thousands)



Adjusted Diluted Net Earnings per Share*



GEOGRAPHIC REVENUE



PRODUCT REVENUE



Employees Globally

3,900

General Surgery

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

Orthopedic Surgery

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

Innovation Highlights

CONMEDS GLOBAL REACH & IMPACT ELEVATING HEALTHCARE WORLDWIDE

At CONMED, our commitment to innovation goes beyond technology—it's about the people we empower, the patients we serve, and the global healthcare community we support. With a presence spanning multiple continents, a strong international workforce, and a vast distribution network, we are transforming surgical care and enhancing patient outcomes on a worldwide scale.

A Global Network Advancing Surgical Excellence

CONMED's reach extends across the globe, where our teams are dedicated to delivering life-changing surgical solutions to healthcare professionals and patients. Operating from key locations worldwide, we combine deep industry expertise with local market understanding, ensuring that every innovation we bring to the field is accessible, effective, and tailored to the unique needs of diverse healthcare systems. Through an extensive network of distribution partners, our technologies are reaching hospitals, surgical centers, and healthcare providers who rely on us to deliver efficiency, precision, and improved patient care.

Impacting Patients, Empowering Surgeons

Our mission is realized in every operating room where CONMED technologies make a difference. From soft tissue augmentation in sports medicine to advanced surgical insufflation, our solutions are shaping the future of healthcare, one procedure at a time. Across specialties, surgeons trust our innovations to enhance outcomes—helping patients regain mobility, heal stronger, and recover faster. With a focus on continuous improvement, we are redefining what's possible in shoulder, knee, and foot and ankle procedures, while also leading advancements in general surgery that prioritize efficiency and safety.



Innovation Highlights

SMOKE EVACUATION

PROTECTING CAREGIVERS, ADVANCING SAFETY

In modern surgical environments, safety extends beyond the patient. At CONMED, our commitment to innovation doesn't stop at improving clinical outcomes- it extends to protecting the millions of healthcare professionals who dedicate their lives to patient care. One of the most pressing concerns in operating rooms worldwide is surgical smoke exposure, a hazard that affects surgeons, nurses, and OR staff on a daily basis.

By championing the widespread adoption of smoke evacuation technology, CONMED has taken a leading role in safeguarding those on the frontlines of healthcare. In 2024, our smoke evacuation solutions have protected millions of caregivers globally, reinforcing our mission to set new standards in OR safety.

A Measurable Impact on Healthcare Professionals

Surgical smoke is an invisible yet significant risk, containing toxic chemicals, viruses, and carcinogens comparable to cigarette smoke. Despite its dangers, not all ORs have adopted comprehensive smoke evacuation protocols. CONMED's technology is actively changing that landscape, ensuring that more caregivers can perform their critical work without unnecessary exposure to harmful airborne contaminants. This year alone, our smoke evacuation systems have been deployed in millions of procedures across the globe, significantly reducing surgical smoke exposure for healthcare professionals in the U.S., international markets, and beyond.

The numbers tell a compelling story of impact:

Across the U.S., our smoke evacuation devices have contributed to the protection of over 8 million caregivers, reflecting the growing commitment to OR safety standards in North America.

Internationally, over 6 million caregivers have benefited from our smoke evacuation technology, underscoring our expanding global reach and the increasing prioritization of workplace safety in healthcare facilities worldwide.

On a global scale, our solutions have protected more than 14 million caregivers, reinforcing our dedication to making surgical environments safer across all markets .



About Our ESG Program

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

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

In addition to oversight by the full Board, the ESG Steering Committee provides strategic direction and prioritization of ESG initiatives.

The Steering Committee comprises a cross-functional group of senior leaders, including:

- President, and Chief Executive Officer;
- Executive Vice President, Finance and Chief Financial Officer;
- Executive Vice President, General Counsel and Corporate Secretary;
- Executive Vice President, Human Resources;
- Executive Vice President, Regulatory Affairs, Quality, Assurance, Clinical Affairs, and Commercial Operations
- Vice President and General Manager, International.

Further, our ESG Program Leader provides daily management of our ESG program and ESG Council.

ESG GOVERNANCE STRUCTURE



Board of Directors



ESG Steering Committee



ESG Leader



ESG Council



ENVIRONMENT



Environmental Responsibility

At CONMED, advancing our vision includes environmental responsibility. CONMED seeks to minimize our operation's environmental impact and is committed to full compliance with environmental laws and regulations. We will continue to monitor our operations, develop our data collection, analysis, and reporting capabilities, and seek ways we can reduce our overall environmental impact, including emissions, waste, water consumption, and costs. We are committed to reporting regularly on our operational and environmental issues.

The following environmental metrics include our principal manufacturing sites located in Chihuahua, Mexico; Utica, NY; and Largo, FL, as they make up a significant portion of our environmental footprint. CONMED continues to harmonize our environmental management efforts globally and apply the same data management process and procedures across these and other sites.



Environmental Management

Environmental Management System

CONMED has an established Environmental, Health, and Safety (“EHS”) Council, composed of team members from across manufacturing and distribution operations. The EHS Council utilizes ISO 14001 and 45001 as a framework in their efforts to build a harmonized Environmental Management System (“EMS”) across CONMED. This EMS helps to further develop CONMED’s ability to drive the execution of projects to improve CONMED’s environmental stewardship. These efforts aim to identify key priorities and establish objectives at each site, including greenhouse gas (“GHG”) calculations. In 2024, the EHS Council created a more structured framework and developed corporate EMS documents to unify operations and guide facilities in their environmental management.

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

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

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

Our Chihuahua, Mexico site has been Clean Industry Certified since 2015. This certification is granted by the Procuraduría Federal de Protección al Ambiente (PROFERPA) to companies that have a controlled and limited impact on the environment. As part of our certification process, we undergo environmental audits to ensure environmental compliance and reduced impact on areas such as water, air, soil, waste, energy, external noise, environmental impact, environmental emergencies, and natural resources.

Greenhouse Gas Emissions

Throughout 2024, the EHS Council piloted approaches to measuring CONMED’s GHG emissions at our primary manufacturing locations and developed a strategic plan to expand data collection across CONMED’s global footprint and identify areas of high impact as well as opportunities for reduction.

Energy

CONMED measures and monitors energy consumption and continually evaluates opportunities for improved efficiencies and supplementing energy sourcing with renewable energy where appropriate.

Total electricity consumed (kWh)

| FACILITY | YEAR | 2022 | 2023 | 2024 |
|--|------|------------|------------|------------|
| Largo, FL | | 15,769,499 | 17,671,023 | 17,156,789 |
| Utica, NY | | 13,735,515 | 13,251,090 | 13,395,137 |
| Chihuahua, Mexico | | 8,376,090 | 8,266,150 | 7,612,880 |
| Total | | 37,881,104 | 39,188,263 | 38,164,806 |
| Total electricity intensity (kWh per thousand USD net sales) | | 36.23 | 31.48 | 29.20 |



Energy Audit

In 2024, our Utica, NY based team engaged with the New York State Energy Research and Development Authority (NYSERDA) to undergo training on best energy management practices, including energy reduction practices. In January of 2025, the site underwent an energy audit to identify areas of high energy usage and explore opportunities to reduce consumption.

Water

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

Water usage (cubic meter)

| FACILITY | YEAR | 2022 | 2023 | 2024 |
|---|------|---------|---------|---------|
| Largo, FL | | 51,830 | 50,422 | 51,765 |
| Utica, NY ¹ | | 72,221 | 72,221 | 49,846 |
| Chihuahua, Mexico | | 37,651 | 44,526 | 38,966 |
| Total | | 161,702 | 167,169 | 140,577 |
| Total water intensity (m ³ per thousand USD net sales) | | 0.155 | 0.134 | 0.108 |

Waste

CONMED measures and monitors waste generated as a result of our operations and continually evaluates opportunities for improved efficiency and recycling programs. CONMED maintains recycling programs such as eScrap, metal and machine turnings, cardboard, plastic, and paper. We place great emphasis on recycling or reuse of waste.

Waste (Metric Tons)

| | 2022 | 2023 | 2024 |
|------------------------------|----------|----------|----------|
| Hazardous² | 102.84 | 96.41 | 86.04 |
| Landfill Waste | 1,559.97 | 1,305.95 | 1,045.31 |

Recycling (Metric Tons)

| | 2022 | 2023 | 2024 |
|------------------|--------|--------|--------|
| eScrap | 27.62 | 19.29 | 10.69 |
| Metal | 178.31 | 142.48 | 116.41 |
| Cardboard | 380.92 | 399.20 | 401.57 |
| Plastic | 420.53 | 437.46 | 448.12 |
| Paper | 7.62 | 4.11 | 4.62 |
| Used Oil | 71.55 | 57.43 | 51.24 |



Cardboard Recycling at the Largo, FL Site

In 2024, a cardboard trash compactor was installed in the building where the largest amount of cardboard waste is produced at our Largo manufacturing site. This resulted in a significant increase in recycling at the site and in cardboard diverted from landfills.



SOCIAL



Product Safety and Quality



Quality Management System

Our products are used around the world every day to diagnose, treat, manage, and alleviate health conditions, enabling patients to live longer and healthier lives. Therefore, our products must be designed and manufactured with the primary consideration of the safety and health of our customers and their patients.

CONMED is committed to maintaining a quality system that provides safe and effective products and services that meet the needs and requirements of our patients, customers, company stakeholders and all regulatory requirements. Beginning with our initial design processes, we assess potential health impacts of our products. Assessment of potential risks is conducted throughout the lifecycle of the product in alignment with ISO 14971, Medical Devices – Application of Risk Management to Medical Devices. We are ISO 13485 certified, Medical Device Single Audit Program (MDSAP) certified, and EUMDR certified.

CONMED is committed to complying with all legal and applicable regulatory standards. All required inspection, testing, and reporting obligations will be completed in an accurate and timely manner. We also provide clear and consistent labeling of our products in line with applicable requirements. We regularly conduct training with healthcare professionals on the use of our products.

Feedback from our customers and their patients is critical to us. Our Customer Experience team collects feedback from current customers and patients. Our Clinical Trial team also proactively collects health and safety data through post-market surveillance as a part of our overall Quality Management System.



CONMED's Quality Policy

At CONMED, our passion and responsibility is for the success of our customers and the patients for whom they care. We empower our customers to succeed by our commitment to integrity, quality, responsiveness and a relentless focus to deliver accessible CONMED solutions. Our talented employees and culture are the foundation of our success.



Corrective and Preventative Action Process

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



Quality Audits

CONMED participates in internal and external (i.e., regulatory and customer) quality system audits to ensure compliance of the Quality Management System. All results of our audits are reviewed by the individual site's management team and executive management. We maintain a consistent audit schedule to review our processes regularly.

Pricing



Patient Affordability

We have a single purpose: to help improve patient outcomes through a commitment to advancing medical products so people live longer, better, and healthier lives. We're passionate about helping healthcare providers transform patient lives worldwide. Aligned with this purpose, we donate medical equipment to organizations operating in countries in need.



Disclosure of Pricing

CONMED provides transparent and accurate pricing to our customers. Consistent with applicable laws and contractual provisions, CONMED does not discuss agreed-upon terms or pricing with other customers or commercial parties.

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

A standardized customer proposal quotation tool is used globally within CONMED to allow for pricing look-up, review, and generation of customer quotes.

This tool is used by CONMED's global sales force to facilitate customer quotes for CONMED products. Confidentiality clauses are used in Group Purchasing Organization, Integrated Delivery Network, Dealer Agreements, and Finance Agreements tied to pricing.



Workplace Health and Safety

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

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

The following safety metrics includes our U.S. and Chihuahua, Mexico operations.

Total Recordable Incident Rate

The average TRIR for the medical device industry is 1.3, with CONMED well below the industry average.

| | 2022 | 2023 | 2024 |
|------|------|------|------|
| TRIR | 0.65 | 0.94 | 0.71 |

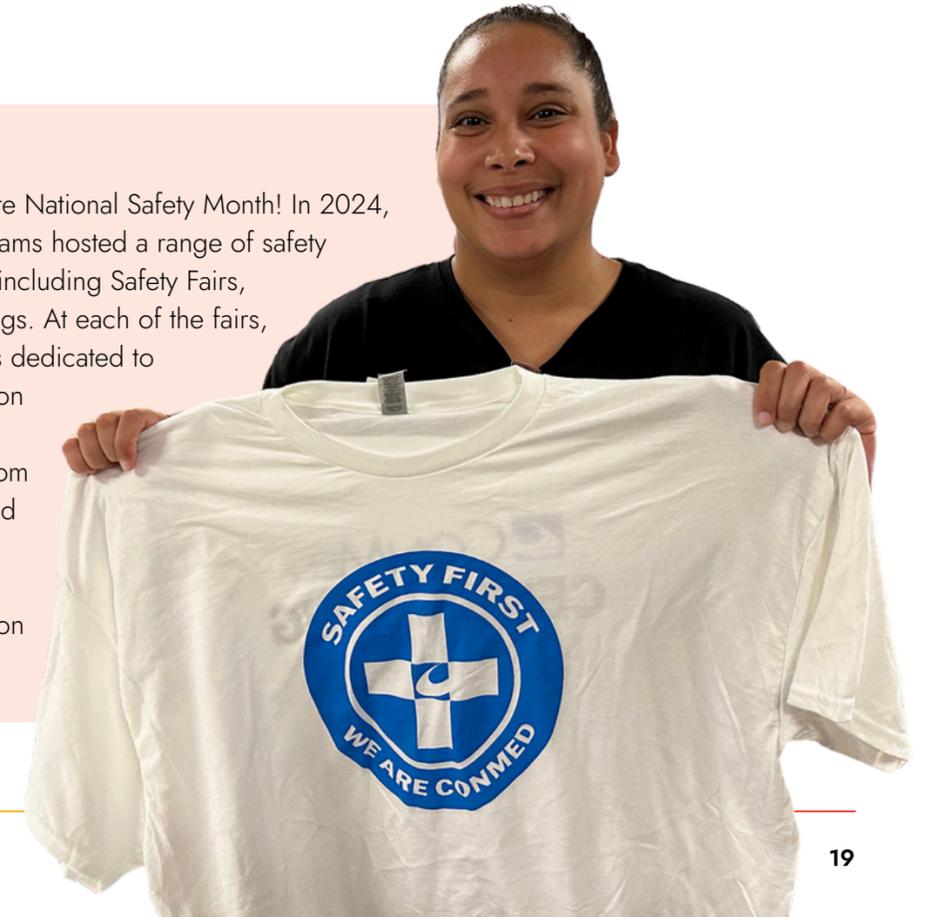
Days Away, Restricted, or Transferred (DART) Rate

The average DART for the medical device industry average is 0.8, with CONMED well below the industry average.

| | 2022 | 2023 | 2024 |
|------|------|------|------|
| DART | 0.38 | 0.67 | 0.31 |

SAFETY MONTH!

Every year we celebrate National Safety Month! In 2024, our Utica and Largo teams hosted a range of safety engagement activities including Safety Fairs, workshops, and trainings. At each of the fairs, we have several events dedicated to educating employees on numerous safety best practices. Examples from this year's fairs included ergonomics, personal protection equipment, and hazard identification and reporting.



Talent Management

HUMAN CAPITAL MANAGEMENT

One of CONMED's core values is our belief in the power of engaged talent because we know that our people are making a difference for our global customers and their patients every day.

All levels of Company management are engaged in talent management practices. The Board of Directors reviews the Company's people strategy in support of its business strategy at least annually and frequently discusses talent opportunities, including a detailed discussion of the Company's global leadership talent and succession plans with a focus on key positions at the senior executive level. High-potential leaders are given exposure and visibility to Board members through formal presentations and informal events. More broadly, the Board is regularly updated on key talent indicators for the overall workforce, including engagement, recruitment, and development programs.

TALENT ACQUISITION

Recruitment

CONMED aims to attract and hire top talent for open positions at CONMED. A dedicated Talent Acquisition Team drives our recruitment strategy and approach to encouraging external and internal candidates to consider CONMED career opportunities, supporting candidates throughout the recruitment process, and partnering with hiring managers through interviewing and selection.

Talent Sourcing

As part of our merit-based hiring practices, CONMED strives to develop and maintain a robust talent pipeline of potential candidates. CONMED is an equal opportunity employer and does not discriminate on the basis of any legally protected status or characteristic. Protected veterans and individuals with disabilities are encouraged to apply.

There are several programs and practices in place to support our efforts to source qualified candidates, including:

- A dedicated [Careers at CONMED website](#) showcasing job opportunities open for applications, and information such as CONMED's culture, product highlights, benefits, and more.
- Active CONMED pages on social media platforms that feature job opportunities open for applications, employee spotlights, and other information of interest to potential candidates.
- Training Recruiters on our internal Talent Acquisition Team on candidate sourcing methods and approaches.
- Posting open positions to online job boards that further disseminate our open positions to additional websites and job repositories in order to reach a broad candidate pool.
- Posting open positions to internal online portals and employee communications channels.



CONMED Careers Website

Talent Management

Internship Program

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

Internship Program highlights include networking opportunities with senior leaders and early career professionals, feedback and coaching, professional development sessions, cross-functional job shadowing opportunities, a core business project, and more.

CONMED recruits qualified internship candidates from multiple universities and partners with student organizations directly to share information about CONMED's Internship Program.

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

“

I feel incredibly fortunate to be part of an exceptional team here at CONMED, where I am supported and encouraged to reach new heights, enabling me to realize my potential and make a meaningful impact.



Tyler H.

Former Intern and current
Contracts Analyst at CONMED

”

Talent Management

Development

CONMED recognizes that development is most effective when customized to an employee's unique experiences and interests. We work to support our employees long-term by providing development opportunities, including development assessments and training, at all levels.

Career Development

CONMED employees and managers utilize various tools such as the annual performance review process and Individual Development Plans (IDPs) to facilitate employees' career growth. On an annual basis, we offer a performance self-appraisal workshop for employees. This workshop was developed to encourage employees to adopt a growth mindset while reflecting on their accomplishments and setting performance goals for the upcoming year.

Strength Based Development

CONMED utilizes Gallup's CliftonStrengths assessment and related resources to drive a strengths-based approach to employee development. Many CONMED Human Resources partners are certified Gallup CliftonStrengths Coaches and apply their knowledge in coaching sessions with individuals and teams to enhance performance.

Additionally, starting in 2024, new hires globally began receiving an invitation to complete the CliftonStrengths assessment and receive a comprehensive individual report detailing their results.

Operations Teams Exploring Strengths

CONMED's Operations Team offered "Strengths Orientation Sessions" to employees interested in learning more about their unique strengths and how to apply them in their work. The sessions helped employees feel better equipped to leverage their strengths at CONMED. Human Resources partners also received training and resources to support teams in deepening their understanding of strengths to enhance performance and engagement.

Leadership Development



ELEVATE

In 2024, we launched Elevate, a new global leadership program. The program provides a forum for building a community of leadership excellence through sharing best practices on important topics such as employee engagement and developing top talent. To ensure these panel discussions were globally accessible, live translation in eight languages was provided for these calls. In 2024, 81% of CONMED's leaders attended at least one session.



These sessions are wonderful! I specifically like how there are different leaders who bring different perspectives on each topic. We all have different personalities, and this provides different thought processes on how to approach and tackle each topic. Love this!

Leader

Information Technology



Talent Management

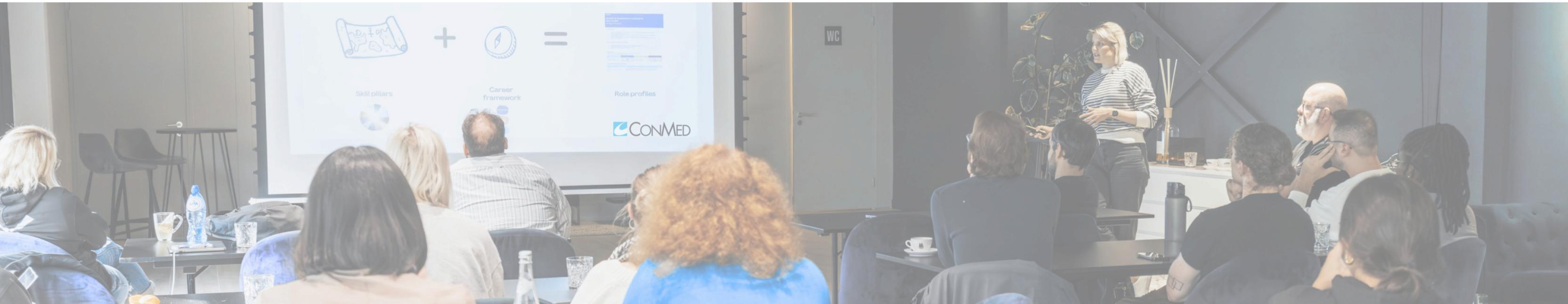
Employee Training

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

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

Largo, FL Training Initiatives

In 2024, we continued projects to enhance technical training programs at our Largo, FL site. A live interactive training was added to augment good documentation practices and included a gamified skill assessment. Training sessions were conducted with technical trainers to support them in training new employees more effectively. Supervisors at this site also participated in monthly supervisor sessions on topics such as engagement, leveraging strengths, and situational leadership.



Engagement, Inclusion and Belonging

Higher levels of employee engagement are most attainable when engagement is made a way of life and engrained into our culture. CONMED teams participate in multiple initiatives to promote engagement throughout the global organization.

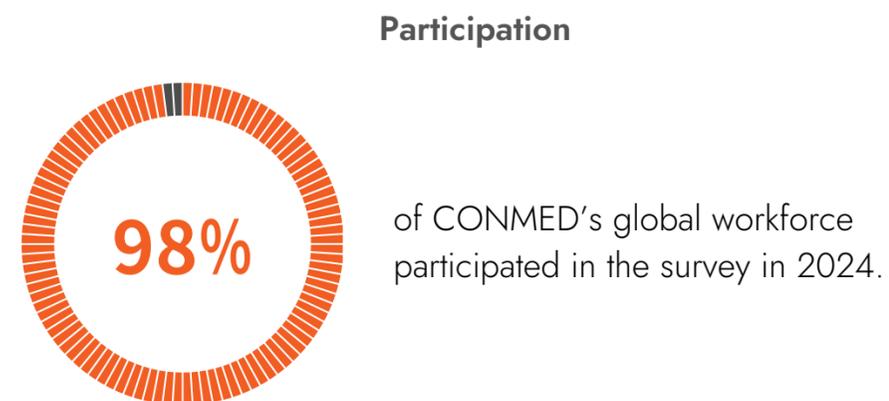
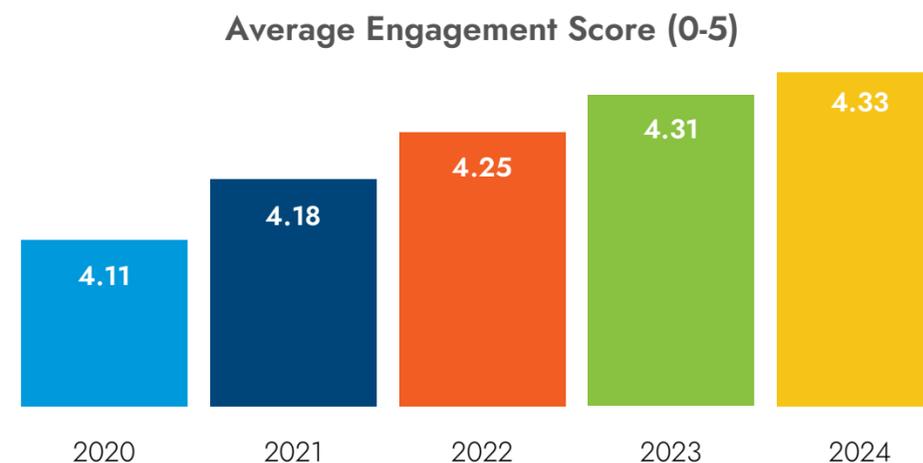
Employee Engagement Survey

Measuring engagement shows what is working well and where we have opportunities to improve. CONMED utilizes the Gallup Q12 Employee Engagement Survey (the “engagement survey”) on an annual basis to measure engagement and provide a basis for incorporating engagement conversations and concepts into everything we do. In 2024, CONMED initiated a pilot Inclusion Index survey in addition to the annual engagement survey, which focused on whether employees felt respected, supported in their strengths, and whether they believed in the ethics and integrity of the leadership. We plan to expand this initiative globally to all employees as part of the 2025 survey.

98% of our global workforce participated in the 2024 engagement survey. Due to the commitment of our global team members, CONMED’s overall average global engagement score has increased year-over-year.

Employee Engagement Action Planning Sessions

Following the completion of the engagement survey each year, CONMED also utilizes the Gallup Q12 action planning session model. CONMED managers and Human Resources partners coordinate an initial engagement action planning session for each manager and their respective team members. All CONMED team members are invited to participate to review and discuss the engagement survey results, and to agree upon action items they can take to improve engagement and make CONMED an even better place to work. Following these initial action planning sessions, managers meet with their teams periodically throughout the following year to discuss progress on agreed-upon action items.



Engagement, Inclusion and Belonging

Employee Engagement Committees

As a global company, CONMED encourages and supports teams to drive their own engagement through team or location-specific Employee Engagement Committees. These employee-led groups host activities and events open to all employees, partner with community groups, and prioritize initiatives that are relevant to their respective team or location.

SOCIETY OF WOMEN ENGINEERS



Open to all employees, CONMED has an active group across multiple sites who are involved with the Society of Women Engineers (SWE). This year, the group offered multiple resources and events open to employees local to their respective sites, including a mentorship panel, a step challenge, a networking event, and a basketball bracket.

CONMED employees also attended a SWE conference in Baltimore.

Great Place To Work®

CONMED Mexico received Mexico's Great Place to Work certification in 2024, and placed 14th in Mexico's Great Place to Work for Women rankings, first in Mexico's Great Place to Work in Manufacturing and Production rankings, and second in Mexico's Great Place to Work in the Northwest Region rankings. CONMED Canada was certified as a Great Place to Work in Canada in 2024.

UTICA, NY



The Utica Engagement Committee held many events throughout 2024 that had a wide range of participation across different working groups and shift schedules. "This helps to support CONMED comradery on and off-site, and outside of working hours. We are looking forward to what the future holds and what we are able to accomplish as a committee."

Ross A., Manufacturing Engineer III & Madison P., Committee Chair, Quality Engineer III

DENVER, CO



In Denver, the local employee engagement committee adopted the mission of Accelerating Culture through Engagement ("ACE") and adopted the name "Team ACE".

In 2024, Team ACE organized a wide array of events, including monthly birthday celebrations, quarterly volunteer opportunities, and various engagement activities. Some of Team ACE's most notable events included a day at the Denver Zoo for employees and their families, volunteering with veterans and at a local food bank, and participating in Bike to Work Day!

Inclusion and Belonging

At CONMED, a demonstrated commitment to Inclusion and Belonging is vital to CONMED's success and important for all employees. It is imperative that EVERY individual feels included, respected, and valued so that all can contribute to their highest potential.

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

Imagine what we can do together . . .



Total Rewards

Benefits

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

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

Additionally, available for U.S. employees of any age, our tuition reimbursement program is in place to support colleagues who are continuing their education in both undergraduate and graduate studies. This program is offered to employees to maintain and improve job-related skills and enhance their abilities, opening themselves up to additional opportunities within CONMED. Employees seeking to further their education through the attainment of a degree or accredited credentials are eligible for reimbursement of up to \$5,250 per year.

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

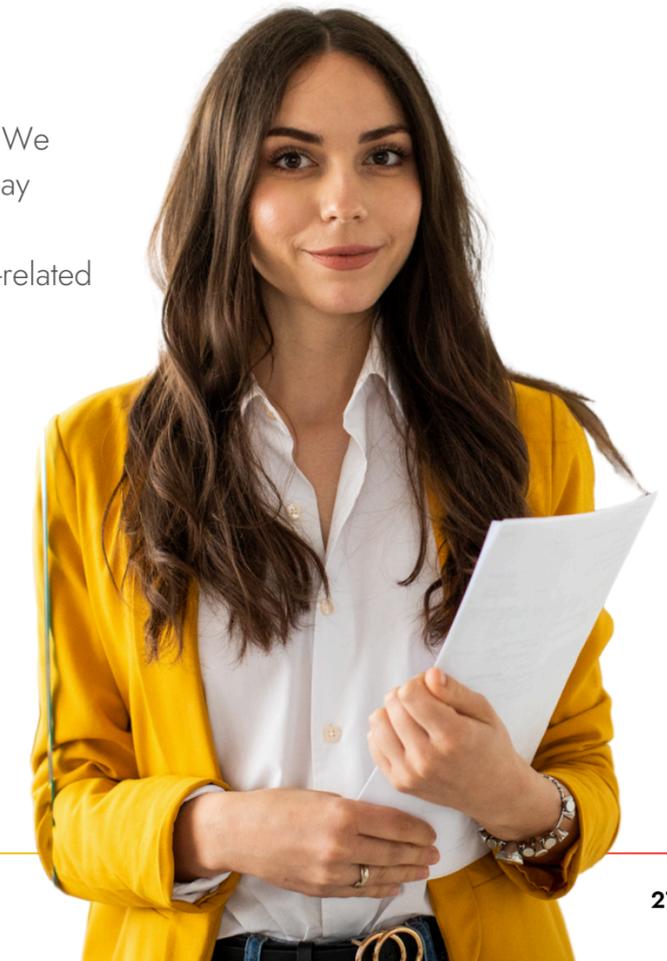
Compensation

CONMED's compensation programs are designed to align the compensation of our employees with CONMED's performance and to provide incentives to attract, retain, and motivate employees to achieve positive results.

We conduct a yearly global market analysis to ensure our compensation is aligned with the local markets where our employees are based. This analysis informs any adjustments to our pay ranges, if needed, to reflect local market data. We also stress test our ranges throughout the year to ensure our compensation programs are appropriate and competitive within local markets.

Equitable Compensation

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



Total Rewards

Employee Wellness

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

Physical Wellness

Employees enrolled in CONMED's U.S. medical plan have access to wellness benefits, including gym membership discounts and discounts on wellness products such as cooking supplies and fitness equipment. Physical wellness benefits are also available to employees outside of the U.S. dependent on local market practices.

Financial Wellness

All regular U.S. employees have access to several financial wellness resources through our 401(k) vendor, including video libraries with educational content, a debt analysis tool, a financial wellness tool, and more! Financial wellness benefits are also available to employees outside of the U.S. dependent on local market practices.

Mental Wellness

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



In March 2024, CONMED's Utica, NY facility was lit up in red to help raise awareness of women's heart health as part of the American Heart Association's Go Red for Women campaign.

Volunteerism and Corporate Giving

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

United Way Campaign

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

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

Community Spotlights



Our CONMED Advanced Surgical Team hosts multiple volunteering and fundraising events throughout the year.

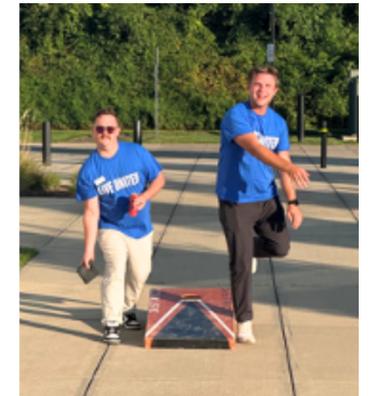
In 2024, they volunteered at Florence Crittenton, an organization dedicated to supporting families and young women by providing them with access to healthcare and safety. Our volunteers spent time cleaning their school and creating meaningful cards to be included in their back-to-school packs.

Also in 2024, the team partnered with the Mile High United Way to host a "bike build" to assemble bicycles for donation to local children in need. The team also organized a cornhole tournament fundraiser for the Mile High United Way



Our Utica team volunteered at a Saranac Brewery concert to support the United Way. The team was able to enjoy the lively atmosphere, connect with local community members, and raise funds for the United Way of the Mohawk Valley.

Our New Haven, CT site raised funds for the United Way of Greater New Haven through a fun and competitive cornhole tournament. In addition to this event, the team dedicated approximately 50 hours of service, strengthening their bond with their local United Way and local businesses.



CONMED's Foot & Ankle team volunteered with the Porter-Leath organization through CONMED's United Way partnership. The Porter-Leath organization is dedicated to empowering children and families by providing support to achieve a healthy, optimal, and independent lifestyle. The team spent a morning supporting early childhood education teachers in the classroom, leading sing-alongs and dancing parties, doing arts and crafts, and spending time outside.



GOVERNANCE



Business Ethics

Compliance Program

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

Code of Business Conduct and Ethics

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

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

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

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

Whistleblower Policy

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

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



Ethical Marketing

Interaction with Healthcare Professionals

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

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

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

Product Labeling

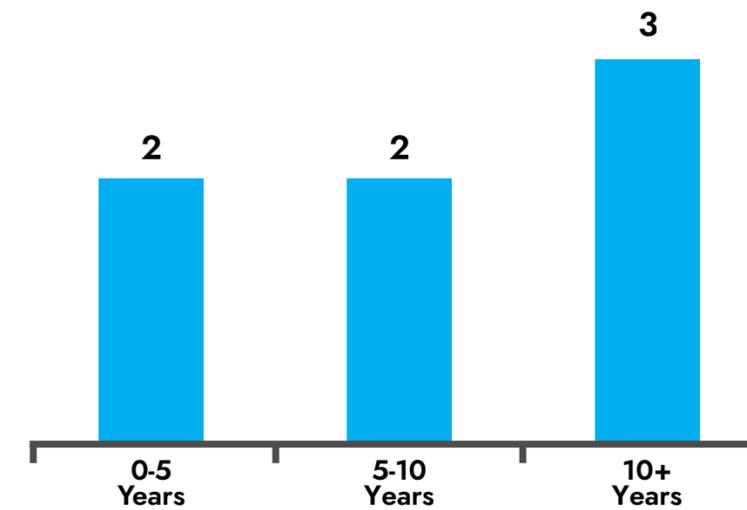
CONMED recognizes that ensuring access to truthful and non-misleading information relating to its products is critical to Healthcare Professionals' ability to exercise medical judgment, to provide high-quality care, and to safely use available medical technology. CONMED provides product labeling consistent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

Corporate Governance

- 100% independent standing board committees
- Committee chair rotation expected every 3-5 years
- Annual director elections
- Majority vote for directors (plurality for contested elections)
- Annual board and committee self-evaluation
- 12-year director term limit
- Stockholder right to call special meetings
- Stockholder right to act by written consent
- One-Share, One-Vote
- 50% vote standard for bylaw and charter amendments

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

Director Tenure³



**Average Board Tenure of
Approximately 7 Years**

Average Age of Directors³: 63

Supply Chain Management

Supply Chain Management

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

Supplier audits may be conducted by either CONMED personnel or a third party as part of the supplier selection or monitoring processes, based on risk level and/or performance data.

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

Traceability within Supply Chain

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

Vendor Code of Conduct

See our policies webpage to view our [Supplier Handbook](#).



Human Rights

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

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

As part of due diligence when entering into acquisitions, new operations and other contractual arrangements, CONMED seeks to ensure any labor standards and human rights issues are identified and assessed.

Suppliers are expected to comply with our Supplier Code of Conduct, which includes human rights (including restriction on human trafficking, labor conditions, and slavery).

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



Cybersecurity and Data Privacy

We take an active role in ensuring the confidentiality, integrity, and availability of data, systems, processes, applications, and products. We are diligent when it comes to safeguarding the data of our strategic partners, employees, existing and future customers, and our teams throughout the globe. We currently maintain a cyber insurance policy that provides coverage for security breaches.

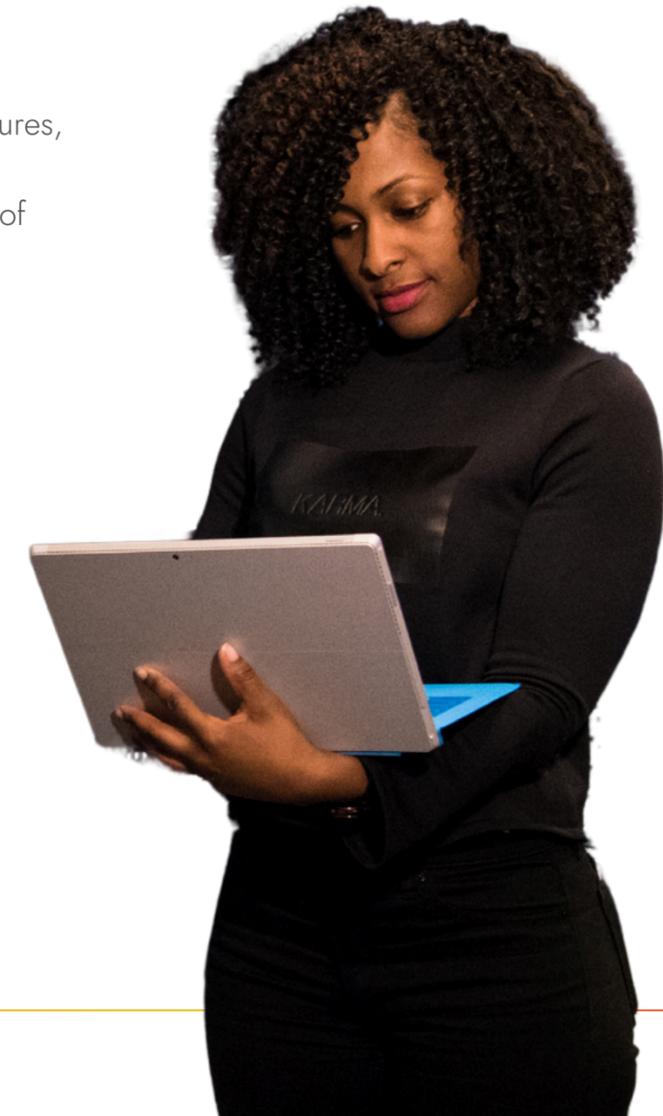
Oversight

The Board of Directors oversees management's processes for identifying and mitigating risks, including cybersecurity risks, to help align our risk exposure with our strategic objectives. Our executive management team, along with our Chief Information Security Officer (CISO), are responsible for managing cybersecurity risk, including assessing cyber maturity and development of short and long-term strategies. These strategies adhere to industry best practices, such as the NIST Cybersecurity Framework, CIS, and ISO/IEC 27001, supporting international standards regarding cybersecurity.

Training

We continue to invest in IT Security to improve technical capabilities, streamline response effectiveness, and harden preventive, detection, and response measures, while growing the core security organization to support business growth efforts. Through required phishing training and awareness campaigns, policy and procedures training, and periodic multilevel tabletop exercise scenarios, we continue to improve identification, reporting, response, recovery, and prevention of threats. We engage in penetration testing, provided by external entities, to ensure our internal processes and controls are validated.

For more information, please see our [2024 Annual Report](#).



Appendix

| SASB Metric | SASB Code | Disclosure |
|--|--------------|--|
| Affordability & Pricing | | |
| Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index | HC-MS-240a.1 | Patient Affordability and Pricing, pg. 18 discusses our overall approach to pricing. Our product pricing is reviewed annually unless tied to a specific contract. This metric is not relevant to our business; therefore, we do not consider this information to be material for our external stakeholders. |
| Description of how price information for each product is disclosed to customers or to their agents | HC-MS-240a.2 | Disclosure of Pricing, pg. 18 |
| Product Safety | | |
| Number of recalls issued, total units recalled | HC-MS-250a.1 | In2Bones, SAS, a subsidiary of CONMED Corporation, reported 2 Class II recalls to the U.S. Food and Drug Administration (FDA) in 2024. For more information regarding recalls, please refer to the FDA Medical Device Recall Database . |
| List of products listed in FDA's MedWatch Safety Alerts for Human Medical Products database | HC-MS-250a.2 | See FDA MedWatch Safety Alert Database . |
| Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience | HC-MS-250a.3 | See FDA's Manufacturer and User Facility Device Experience (MAUDE) Database . |
| Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type | HC-MS-250a.4 | None. |

Appendix

| SASB Metric | SASB Code | Disclosure |
|--|--------------|---|
| Ethical Marketing | | |
| Total amount of monetary losses as a result of legal proceedings associated with false marketing claims | HC-MS-270a.1 | None |
| Description of code of ethics governing promotion of off-label use of products | HC-MS-270a.2 | Ethical Marketing, pg. 32 |
| Product Design & Lifecycle Management | | |
| Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products | HC-MS-410a.1 | Product Quality and Safety, pg. 17 |
| Total amount of products accepted for take-back and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies | HC-MS-410a.2 | This metric is not currently tracked. |
| Supply Chain Management | | |
| Percentage of entity's facilities and Tier 1 suppliers' facilities participating in third-party audit programs for manufacturing and product quality | HC-MS-430a.1 | Supply Chain Management, pg. 34 |
| Description of efforts to maintain traceability within the distribution chain | HC-MS-430a.2 | Traceability within Supply Chain, pg. 34 |
| Description of the management of risks associated with use of critical materials | HC-MS-430a.3 | CONMED Conflict Minerals Policy |
| Business Ethics | | |
| Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption | HC-MS-510a.1 | None |
| Description of code of ethics governing interactions with health care professionals | HC-MS-510a.2 | Ethical Marketing, pg. 32 |



Empower healthcare providers worldwide to deliver exceptional outcomes for patients.

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CONMED Corporation's stock is traded on the New York Stock Exchange with the symbol: **CNMD**
