ConMed ESG 2022

Environmental, Social, and Governance Report

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A Message From Our Chair of the Board, President, and CEO

Curt Hartman
Chair of the Board, President, and CEO

Dear CONMED Stakeholder,

Thank you for your interest in CONMED's Environmental, Social, and Governance (ESG) Report. Our first ESG report was published in 2021 and showcased a number of meaningful programs across the company. In our second report, we have featured more examples of our impact with the aim of sharing how CONMED embraces our values in pursuit of our mission to empower healthcare providers to deliver exceptional patient outcomes worldwide.

In 2022, CONMED released several new products and completed two transformational acquisitions— the In2Bones Global, Inc. foot and ankle business and BioRez Inc., with its BioBrace® platform technology. Additionally, we built a world-class digital experience on www.CONMED.com, invested in operational technology, and further advanced our ESG program, all to even better position us to serve our global healthcare customers and their patients now and into the future.

Regarding our ESG program specifically, the leadership team and Board of Directors are committed to continuing to define, align, and advance related initiatives across CONMED. Behind every initiative and accomplishment are the employees of CONMED, and, as I've said many times before, our employees will drive, define, and deliver our success as a company. The entire CONMED team is focused on remaining great stewards of the company through our focus on people, innovative products, and growing profitability. Our continued investment in a responsible ESG program will contribute to the creation of new opportunities for growth and efficiency, strengthen our culture, and ultimately enhance our future performance.

I hope you find our 2022 ESG Report meaningful and impactful to you as a CONMED Stakeholder.

Sincerely,

About this Report

The following tear sheet contains disclosure of relevant environmental, social, and governance (ESG) metrics 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 January 1 through December 31, 2022, 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, 2022, listed under the heading Forward-Looking Statements in the Company's most recently filed Form 10-Q 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	2020	2021	2022
Employees (FTE)	3,400	3,800	4,100
Net Sales (thousands)	$862,459	$1,010,635	$1,045,472

SASB STANDARDS
Now part of IFRS Foundation

SUSTAINABLE DEVELOPMENT GOALS

About Us

As a global medical technology company, CONMED's Mission is to enable healthcare providers around the world to deliver exceptional outcomes for patients through accessible CONMED solutions.

Our product offerings support healthcare professionals across a diverse array of specialties, including orthopedics, general surgery, gynecology, thoracic surgery, and gastroenterology.

Our core values provide the foundation for everything we do:

WE DO things the right way.

WE MAKE and keep commitments.

WE OPERATE with urgency.

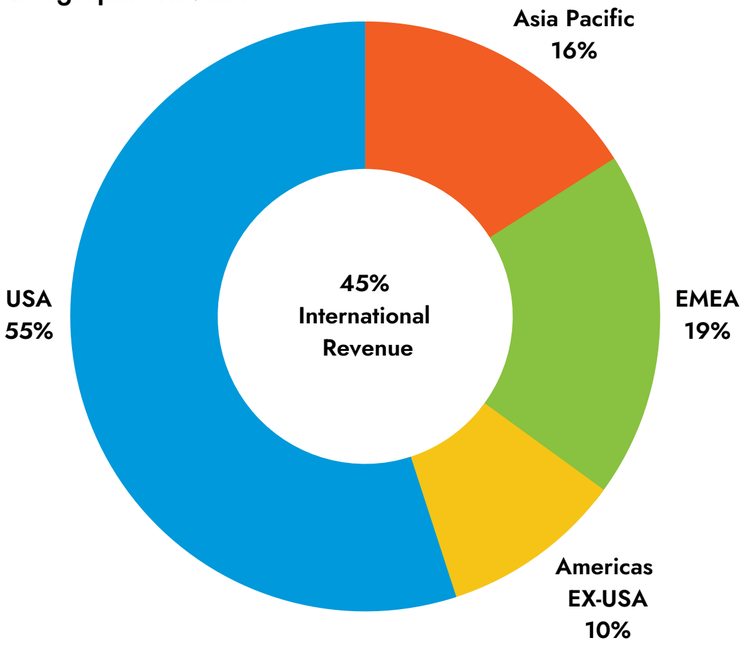
WE BELIEVE in the power of engaged talent.

WE DELIVER exceptional results.

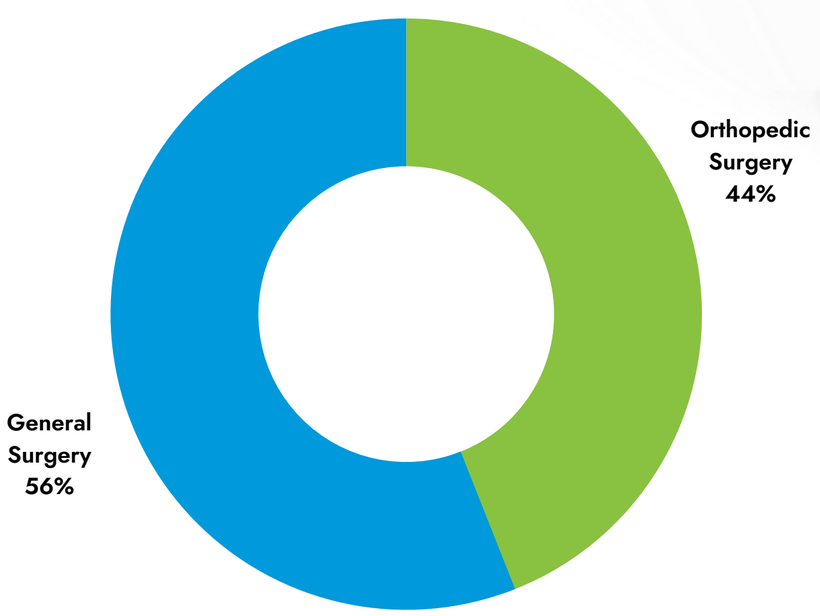
About Us

CONMED's global headquarters are based in Largo, Florida - USA. CONMED stock is traded on the NYSE with the ticker symbol CNMD. For more information, visit www.CONMED.com

Geographic Revenue



Product Revenue



Employees Globally

4,100

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

We Innovate with Purpose

Through proprietary technology and a low-pressure technique, AirSeal® is improving procedures and patient outcomes.

> If patients feel better after their operation, we're able to send them home. If our recovery rooms are full then we can't move on to the next patient. And so, it helps the hospital and everyone overall if we can get the patients home faster.
>
> **Dr. Bahareh Nejad says, sharing her experience with AirSeal®**

TO LEARN MORE ABOUT AIRSEAL® IFS
CLICK HERE OR SCAN

We Innovate with Purpose

Tyler was pitching in a game when he landed wrong and felt a pop. An evaluation determined the impact damaged his patellar cartilage. His surgeon, Dr. Deryk Jones, recommended CartiMax®, a Viable Cartilage Allograft, in hopes of getting him back on the field.

SEE TYLER'S STORY HERE:

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, shareholders, 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.

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:

- Chair of the Board, President, and Chief Executive Officer
- Executive Vice President of Finance and Chief Financial Officer
- Executive Vice President and Chief Human Resources and Legal Officer and Secretary
- Vice President of Global Manufacturing

Our ESG Program Leader provides daily management and oversight of our ESG program, and CONMED employees engage in impactful initiatives around the globe.

Environment

Environmental Responsibility

At CONMED, advancing our vision includes environmental responsibility. We are committed to full compliance with environmental laws and regulations, and we seek to minimize our operation's environmental impact even further by preserving, maintaining, and sustaining our natural resources.

In 2021, CONMED established an Environmental, Health, and Safety (EHS) Council, composed of our VP of Engineering and EHS team members from across our manufacturing and distribution operations. The council is aligned with our ESG Program's strategic direction and priority initiatives. These include use of ISO 14001 and 45001 as a framework to harmonize an Environmental Management System across CONMED, and further build CONMED's ability to drive the execution of projects to improve CONMED's environmental stewardship. The following Environmental disclosures include our principal manufacturing sites, Chihuahua, Mexico; Utica, NY; and Largo, FL, as they make up a significant portion of our environmental footprint. The EHS Council has been working to apply the same data management process and procedures across these and other sites.

Environmental Management System

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
- 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 process and procedures on ISO best practices at our other primary facilities and evaluate the potential of ISO certification of these sites. Our internal audit team verifies the environmental metrics disclosed in this report.

Environmental Policy Statement

CONMED is committed to working with our employees, suppliers, and customers to protect the environment and in doing so, to systematically reduce our environmental impact, emissions, waste, and costs. Our Environmental Policy Statement is available for viewing on our policies webpage.

CONMED Employees supporting Utica Clean Up

Energy Management

CONMED manages energy consumption through efficiencies and improvements and by supplementing our energy sourcing with clean, renewable generated energy where appropriate.

Total electricity consumed (kWh)

FACILITY ▼ / YEAR ▶	2020	2021	2022
Largo, FL	16,158,262	17,079,455	15,769,499
Utica, NY	13,788,891	14,178,101	13,735,515
Chihuahua, Mexico	7,608,293	8,037,620	8,376,090
Total	37,555,446	39,295,176	37,881,104
Total electricity intensity (kWh per thousand net sales)	43.54	38.88	36.23

Water Use

CONMED continues to manage and look to reduce the overall water consumption 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.

Water usage (cubic meter)

FACILITY ▼ / YEAR ▶	2020	2021	2022
Largo, FL	60,324	51,395	51,830
Utica, NY	73,728	56,878	72,221
Chihuahua, Mexico	39,739	41,936	37,651
Total	173,791	150,209	161,702
Total water intensity (m3 per thousand net sales)	0.202	0.149	0.155

Currently, CONMED's principal manufacturing locations do not have water withdrawal or scarcity identified as a risk.

Waste Management

CONMED manufacturing operations has recycling programs such as eScrap, metal and machine turnings, cardboard, plastic, and paper. We place great emphasis on recycling or reuse of potential hazardous and non-hazardous waste.

Waste (Metric Tons)

	2020	2021	2022
Hazardous	104.30	93.63	102.84
Biomedical	1.89	2.91	3.22
Industrial non-hazardous[1]	18.09	19.98	15.38

Recycling (Metric Tons)

	2020	2021	2022
eScrap	15.98	10.50	27.62
Metal & machine turnings[2]	92.49	148.73	178.31
Cardboard[3]	272.61	363.36	387.61
Plastic[4]	261.90	309.03	357.79
Paper[5]	6.62	3.93	3.30

CONMED's Utica manufacturing site became a Certified RecycleOne Business through the local Oneida-Herkimer Solid Waste Authority for their dedication to reducing solid waste, increasing recycling, and saving energy. Some of the activities the team participated in included:

- Organization of a recycling presentation
- Participation in the Keep Mohawk Valley Beautiful Initiative through a litter pickup event
- An audit and organization effort focused on waste bins
- Posting of multilingual and pictorial posters to increase recycling awareness

1. The industrial non-hazardous waste from 2020-2022 is for Utica and Largo only
2. Metal & machine turnings recycling data for 2020 and 2021 are for Largo and Chihuahua only
3. Cardboard recycling data for 2020 and 2021 for Largo and Chihuahua only
4. Plastic recycling data for Chihuahua only
5. Paper recycling data for Chihuahua only

Social

3 GOOD HEALTH AND WELL-BEING
5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH
10 REDUCED INEQUALITIES

Patients

Product Safety and Quality

Our products are used around the world every day to diagnose, treat, manage, and alleviate health conditions in order to enable 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 patients. CONMED will comply with all legal and applicable regulatory standards. All required inspection, testing, and reporting obligations will be completed in an accurate and timely manner.

Our quality department is overseen by the Vice President of Quality Assurance and Regulatory Affairs. We are ISO 13485 compliant and are Medical Device Single Audit Program certified. 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, and company stakeholders. 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.

Corrective 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, 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, regulatory, and customer quality system audits to ensure compliance of the Quality Management System. In 2022, CONMED successfully completed 36 external audits and internal audits across CONMED locations around the globe.

List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database

SASB: HC-MS-250a.2

No safety alerts for CONMED products in 2022.

Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type

SASB: HC-MS-250a.4

There were no FDA enforcement actions taken against CONMED in 2022.

Number of Recalls, Issues, and Total Units Recalled

SASB: HC-MS-250a.1

A Class I recall is a situation in which there is a reasonable probability that the use of, or exposure to, a violative product will cause serious adverse health consequences or death. CONMED had zero Class I recalls in 2022.

A Class II recall is a situation in which the use of, or exposure to, a violative product may cause temporary or medically reversible adverse health consequences or where the probability of serious adverse health consequences is remote. CONMED initiated one Class II recall in 2022 for product number 130187 (Electrosurgical Suction Coagulator) that affected 28,925 parts. No patient or user injuries occurred as a result of the issue; CONMED conducted the recall out of an abundance of caution and commitment to our users and patients. As part of the recall process, CONMED has conducted an investigation and took action to ensure product quality of the device going forward.

Patients

Patient Affordability and Pricing

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. We donate medical equipment to countries in need and support TEAMFund, an organization that aligns with our vision to expand access to affordable, appropriate, and sustainable medical technologies that address unmet healthcare needs in the world's most resource-constrained populations.

Description of how price information for each product is disclosed to customers or to their agents SASB: HC-MS-240a.2	CONMED provides transparent and accurate pricing to our customers. Agreed upon terms or pricing are not discussed with any external party, including other customers. CONMED sales and marketing has a 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 to allow for pricing look-up, review, and generation of customer quotes. This tool is used by the 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 Agreement tied to pricing.

Employees

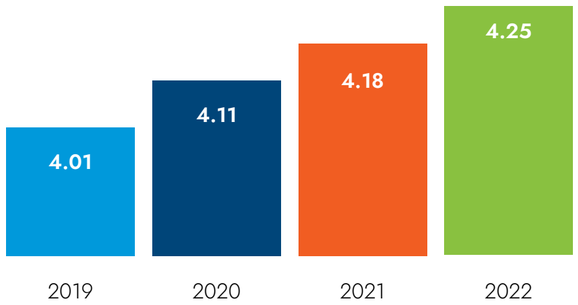
Employee Engagement

We believe in the power of engaged talent at CONMED because we know that our people are making a difference for our global customers and their patients every day. Higher levels of employee engagement are most attainable when engagement is made a way of life and engrained into our culture. This is why "We Believe in the Power of Engaged Talent" was identified as one of our pillars of excellence.

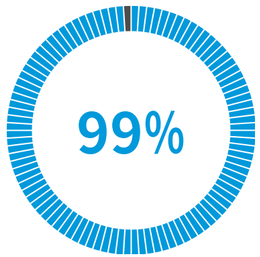
Employee Engagement Survey

Measuring engagement shows what is working well and where we have opportunities to improve. CONMED utilizes the Gallup Q12 Employee Engagement Survey and action planning sessions on an annual basis to both measure engagement and to provide a basis for incorporating engagement conversations and concepts into everything we do.
99% of our global workforce participated in the 2022 engagement survey, and all team members were invited to participate in subsequent team action planning sessions. During these sessions, survey results are reviewed and discussed. Additionally, the team agrees upon action items they can take to improve engagement and make CONMED an even better place to work. Following these sessions, managers meet with their teams periodically to discuss progress on agreed upon action items. Due to the commitment of our global team members, CONMED's overall average global engagement score has increased year-over-year.

Average Engagement Score (0-5)



CONMED Survey Participation



of CONMED's global workforce participated in the survey in 2022

Employees

Training

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

Our various business units and 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.

Great Place To Work. Certified

In 2022, CONMED Chihuahua, Mexico, and CONMED Canada received Great Place to Work® certifications. Certification is based on direct feedback from employees, provided as part of an anonymous survey about their workplace experience.

Employees

Development

CONMED recognizes that development is most effective when customized to an employee's unique experiences and interests. In this spirit, CONMED employees and managers utilize various tools such as the annual performance review process and Individual Development Plans (IDP)s to facilitate a specific individual's career growth.

On an annual basis, we offer a performance review workshop for employees. This workshop was developed to encourage employees to adopt a growth mindset while reflecting on their accomplishments and setting goals for the upcoming year.

> **This was a great workshop; I am happy to be with this company and can see why CONMED has been voted to be one of the best places to have a career with! This has also been my experience so far. I really appreciate the structure provided. It has given me a template to complete the review on my own, and I have blocked out time for it. Thank you.**
>
> Feedback from a 2022 workshop participant

Because our managers are the crucial link in our employee's growth and development, in March of 2022, CONMED leaders who manage one or more direct reports completed a global leadership program called Embark. This interactive online program covers a variety of important topics such as the value of diversity of thought, developing strengths, and employee relations.

- This program consisted of 8 different modules on topics ranging from engagement to employee relations. 90% of those who provided feedback agreed that they learned something that changed how they lead, and 69% agreed that the program had a substantial impact on their performance as leaders.
- Based on this training, one manager planned to tailor recognition based on the preferences of each individual. "...everyone has different values and likes to be recognized in their own unique way. [I plan to] get more creative with how I show recognition."
- Another manager provided feedback on the Maximizing Talent Module: "This has been the most beneficial module yet. I will review it a few more times. As a new manager, it's important to start conversations the right way. This is a great road map how to successfully do that."

Employees

Internship Program

At CONMED, we believe in the power of engaged talent at all stages of their careers, including interns and new college graduates. We value the diversity 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 at CONMED, post-graduation.

Internship Program highlights include networking opportunities with senior leaders and recent college graduates, 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 that represent numerous aspects of diversity in their membership.
For more information about our Internship Program, visit our careers site.

Employee Spotlight!

Julizette interned with the R&D Sports Medicine Knee team within CONMED's Orthopedics division during the summer of 2022, and later joined CONMED full time as a Quality Systems Engineer.

Employees

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 employees of any age, our Tuition Reimbursement program is in place to support colleagues who are continuing their education in both the undergrad and graduate arenas. For more information, see benefits at CONMED.

Equitable Compensation

CONMED is committed to pay equity for all employees. We conduct an annual review of our pay equity globally by role, location, and gender, and also by ethnic diversity in the U.S. If any 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 inequity.

Employees

Diversity, Equity, and Inclusion

Diversity and the demonstration of Inclusion mean openness: a willingness to seek, understand, and appreciate perspectives different from your own, independent of the topic. Make no mistake, the goal at the onset is simply the demonstrated willingness and capacity to listen, understand, and appreciate varied perspectives on a given topic. A demonstrated commitment to Diversity and Inclusion is vital to CONMED's success as we seek out individuals who bring their unique differences to our company. To do this, we must demonstrate an openness to discovering new opportunities and new ways of looking at the same problem or challenge.

This diversity of thought is best explored in an environment where we include all people independent of their differences, whether it is gender, race, ethnicity, geography, education, experience, political views, sexual orientation, age, religion, citizenship, national origin, or all the other elements that uniquely make up the fabric of individuals. As important, to truly hear these many unique voices, it is imperative that EVERY individual feels respected and valued so that all can contribute to their highest potential.

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

Imagine what we could do together . . .

Employees

Targeted Recruitment

CONMED strives to source diverse slates of candidates for open positions. There are several programs and practices in place to support our efforts to recruit and place individuals with diverse identities and backgrounds, including:

- Selecting interviewers with a variety of identities and experiences
- Partnerships with recruitment agencies specialized in supporting military personnel looking to transition into fulfilling civilian careers
- Partnerships with executive search firms who specialize in diverse recruitment
- Attendance at virtual hiring events serving transitioning Junior Military Officers (JMOs), such as those hosted by Cameron-Brooks
- Attendance at recruiting events with organizations serving diverse populations such as University of South Florida Society of Asian Scientists and Engineers (SASE), University at Buffalo Society of Women Engineers (SWE), Colorado University Boulder Veterans and Military Affairs, Colorado School of Mines National Society of Black Engineers (NSBE), Historically black colleges and universities (HBCUs) & Minority Serving Institutions
- Posting open positions on Circa (formerly America's Job Exchange), which further disseminates our job openings to sources targeting job seekers with disabilities
- CONMED-hosted HBCU Professional Development Program, a virtual multi-part event involving resume workshops, interviewing skills, introduction to the medical device industry and networking opportunities
- Strategic partnerships and active involvement with diversity focused national technical societies and local chapters: Society of Women Engineers (SWE), Society of Asian Scientists & Engineers (SASE), and National Society of Black Engineers (NSBE)
- Ongoing partnership with The Center, a nonprofit organization dedicated to helping refugees and immigrants successfully settle in the Mohawk Valley region of New York

2022
Workforce Diversity Metrics

52%
Female (Global)

34%
Ethnic Diversity (U.S.)

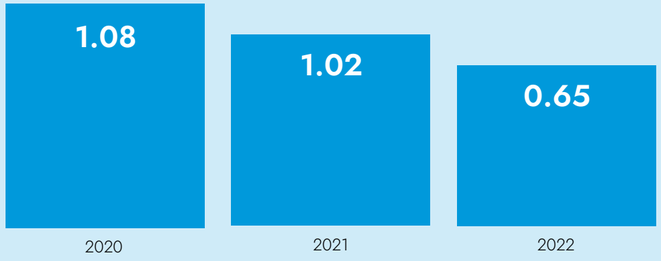
Employees

Workplace Health and Safety Program

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 continued improvement of the overall health and safety management system. Some of our practices include:

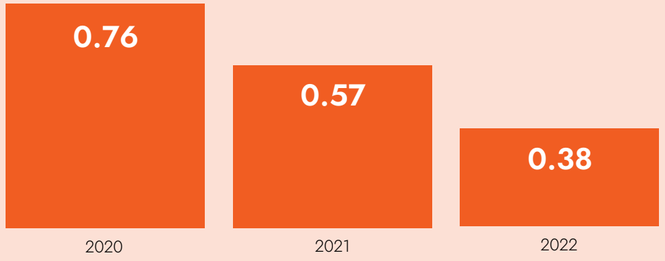
- Utilization of a third-party compliance and risk management solution to track incidents, including first aid and near-miss reporting as well as corrective action taken
- Site leaders at CONMED manufacturing plants, distribution centers, and other locations have day-to-day responsibility for administering our safety management system, in collaboration with our Environment, Health and Safety (EHS) Council
- Required health and safety compliance training for all site 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

Recordable Incident Rate



The average TRIR for the medical device industry is 1.6, with CONMED well below the industry average.

Days Away, Restricted or Transferred (DART) Rate



The average DART industry average is 0.9.

Community

Community Engagement

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

In the U.S., CONMED partners with the United Way, an organization uniquely positioned to serve the greatest needs in the individual communities they serve. 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.

International Medical Corps

Our shared CONMED vision is to empower healthcare providers worldwide to deliver exceptional patient outcomes. As CONMED delivers sustained exceptional results, our potential impact and ability to make a difference increases. One way CONMED has furthered our vision is through a 2022 financial contribution to benefit International Medical Corps' efforts to respond to the Ukraine Crisis.

> **At CONMED, we have a shared value of doing things the right way. One way we bring this value to life is through our partnership with United Way. This partnership allows our team members to give back to the local community both financially and through contributions of their time and talents. Together, we are making a difference for a better tomorrow.**
>
> Mike Thomas – Senior Site Director – Utica, NY

Community

Community Spotlights

New Haven, Connecticut

Employees participated in the United Way of Greater New Haven's Week of Caring by volunteering at Columbus House, an organization that serves people experiencing homelessness or at imminent risk by providing life-saving outreach, shelter, and housing and by fostering their personal growth and independence. In preparation for the winter, CONMED team members cleaned and organized storage units, moved supplies, and organized clothing to be distributed to local community members in need.

Largo, Florida

Employees contributed to a highly engaging sitewide 2022 United Way Workplace Campaign to benefit the United Way Suncoast. Fundraising and educational activities took place throughout the month of October, including a Kick-Off Pep Rally, Art Auction, Paper Airplane Competition, Beach Clean-Up, Luncheon with a variety of employee-prepared foods, food drive, and more. United Way Suncoast representatives attended multiple events to share information with CONMED employees about the services the organization offers to individuals and communities throughout the Greater Tampa, FL area.

Utica, New York

Through funding provided by CONMED and United Way of the Mohawk Valley, Utica, NY based team members volunteered to assemble "Welcome Home Kits" to be distributed through United Way of the Mohawk Valley's Coordinated Entry System to community members who were previously unhoused or living in shelters as they secure a home. The kits comprised necessities, such as cookware, towels, and bedding.

Denver, Colorado

Denver, CO based employees volunteered at a clean-up event at Swansea Park in Denver. The employees spread mulch, cleaned up litter, and removed weeds throughout the park.

Governance

Business Ethics

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, 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. 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.

Our Compliance Program is administered by a dedicated Compliance Director and overseen by our Corporate Compliance Committee, which comprises key executive leaders including CONMED's Chair of the Board, President, and Chief Executive Officer, as well as the EVP Finance and Chief Financial Officer, EVP and Chief Human Resources and Legal Officer, and Compliance Director. 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 Compliance Director. See our policies webpage for more information about the Global Compliance Program and Code of Business Conduct and Ethics.

Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption SASB: HC-MS-510a.1	None

Business Ethics

Ethical Marketing

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 Health Care Professionals. Our goal in developing the Health Care 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.

Description of code of ethics governing interactions with health care professionals SASB: HC-MS-510a.2	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.
Total amount of monetary losses as a result of legal proceedings associated with false marketing claims SASB: HC-MS-270a.1	None
Description of code of ethics governing promotion of off-label use of products SASB: HC-MS-270a.2	CONMED recognizes that ensuring access to truthful and non-misleading information relating to its products is critical to Health Care Professionals' ability to exercise medical judgment, to provide high-quality care, and to safely use available Medical Technology. Health Care 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 relative to communications about its medical devices.

Business Ethics

Human Rights

CONMED Corporation, together with all of its subsidiaries (collectively, "CONMED"), is committed to the respect of 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.

This 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, and 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 abide by the requirements set out in this Policy to ensure any labor standards and human rights issues are identified and assessed. Likewise, our human rights and labor standards shall be incorporated into our Supplier Code of Conduct, which shall include an audit program which will seek to document compliance with suppliers' performance with respect to human rights compliance (including 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.

Our human rights and labor standards are incorporated into our Supplier Code of Conduct, which includes an audit program which seeks to document compliance with suppliers' performance with respect to human rights compliance (including human trafficking, labor conditions and slavery). Suppliers and business partners to CONMED are expected to abide by this policy.

See our policies webpage to view our Human Rights Policy and Supplier Handbook.

Business Ethics

Whistleblower Policy

We support any employee 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 local languages for our global employee base. 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 noncompliance 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.

Business Ethics

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.

Vendor code of conduct	See our policies webpage to view our Supplier Handbook. CONMED performs audits on suppliers to ensure compliance with our policies and handbook.
Percentage of entity's facilities and Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality SASB: HC-MS-430a.1	All CONMED suppliers agree to permit audits, when necessary, either by CONMED personnel, or by third party which is typically BSI (CONMED's Notified Body). Details are outlined in the Supplier Quality Agreement.
Certification program for suppliers	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 (eg. 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.
Description of efforts to maintain traceability within the distribution chain SASB: HC-MS-430a.2	CONMED has an Enterprise- Resource Planning (ERP) system, which is used by multiple functions in the organization. The software and hardware is 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.
Description of the management of risks associated with the use of critical materials SASB: HC-MS-430a.3	See our policies webpage to view our Conflict Minerals Policy.

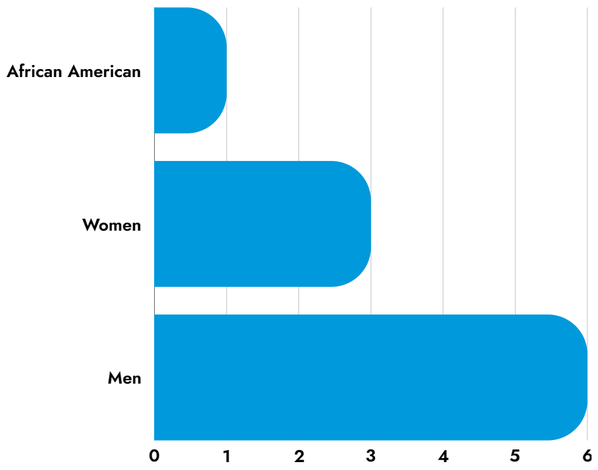
Business Ethics

Corporate Governance

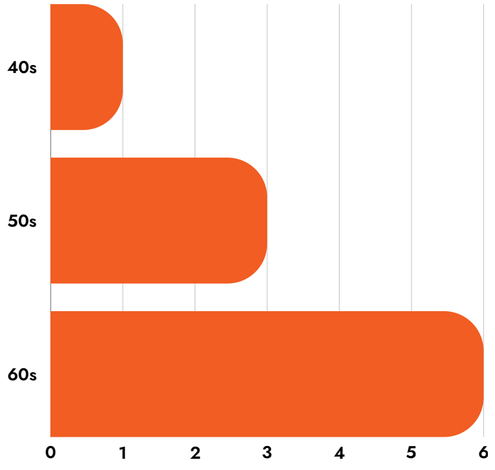
- 100% independent standing board committee
- Committee chair rotation every 5 years
- Annual director elections
- Majority vote for directors (plurality for contested elections)
- Annual board and committee self-evaluation
- Director term limit
- Shareholder right to call special meetings
- Shareholder 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.

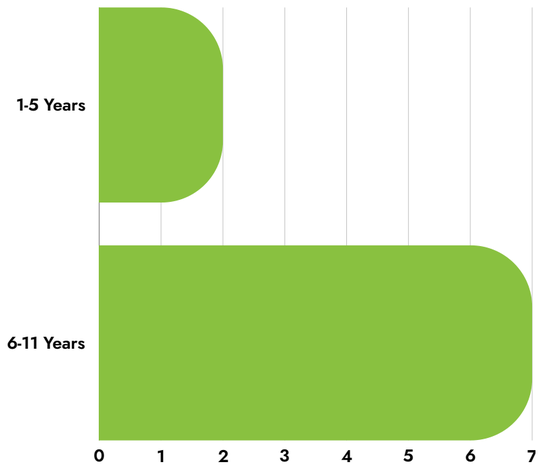
Diversity of Board Members



Age of Board Members



Tenure of Board Members



ESG 2022

Environmental, Social, and Governance Report

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