



# SUSTAINABILITY

# 2025



# CONMED *VISION*

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 Sustainability 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 teams remain focused on advancing CONMED’s strategic priorities and strengthening the core of our business. In 2025, CONMED focused on investment in the markets where we have the greatest opportunity to lead and grow: minimally invasive surgery, smoke evacuation, and orthopedic soft tissue repair.

Our AirSeal® insufflation platform continued to play an established role in complex robotic and laparoscopic surgery. In 2025, AirSeal® insufflation was used in approximately 1.6 million procedures, and AirSeal® products were utilized in 6% to 7% of the more than 3 million annual laparoscopic procedures in the United States.

Smoke Evacuation remains one of CONMED’s compelling growth opportunities. Surgical smoke evacuation is supported by legislation and increasing global awareness of the dangers of toxic smoke in the operating room. As of the 2025 Annual Report, 20 U.S. states, covering approximately 51% of the population, had smoke-free operating room laws. CONMED also launched the PlumeSafe® X5™ smoke management system in the first half of 2025, strengthening our product offering.

BioBrace® implants continue to be a cornerstone of our Sports Medicine strategy and are now used in over 70 surgical procedures. In 2025, CONMED launched the BioBrace®RC delivery system, which is driving expanded surgeon adoption. The BioBrace® platform is also supported by a growing body of clinical evidence, including a 268-patient randomized controlled trial for rotator cuff repair that remains on track to complete enrollment in 2026, with publication expected in 2027.

**An Engaging Work Environment**

We also want to highlight our greatest asset: our people. Our dedicated global team continues to embody CONMED’s Pillars of Excellence. Our management team and Board of Directors are committed to creating an engaging working environment, and we were pleased to once again receive high marks from our employees in the 2025 employee engagement survey, in which 99% of our employees voluntarily participated.

**Stakeholder Connections**

As we begin 2026, we are building on the operational and strategic progress made throughout 2025. Our teams entered the new year with clear alignment around the platforms where CONMED is best positioned to lead. We remain focused on executing with discipline, expanding our presence in high-growth markets, and creating meaningful long-term value for our stakeholders.

I hope that you, as a CONMED stakeholder, find our 2025 Sustainability 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 Sustainability Report contains disclosure of environmental, social, and governance 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 environmental, social, and governance disclosures for CONMED Corporation for the period of January 1, 2025, through December 31, 2025, 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, 2025, 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      | 2022        | 2023        | 2024        | 2025        |
|-----------------------|-------------|-------------|-------------|-------------|
| Full-Time Employees   | 4,100       | 4,000       | 3,900       | 3,900       |
| Net Sales (thousands) | \$1,045,472 | \$1,244,744 | \$1,307,015 | \$1,374,724 |

# About Our ESG Sustainability Program

**Mission** — Manage the environmental and social impacts of CONMED’s products and operations, supporting CONMED as a vendor of choice of healthcare providers worldwide to deliver exceptional outcomes for patients.

**Vision** — Understand the sustainability tradeoffs required to maximize patient outcomes while minimizing negative environmental and social impacts.

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

Leadership of our sustainability program starts with oversight by our Board of Directors, who receive regular updates on sustainability 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 sustainability strategy. The full Board, or its committees as needed, review and evaluate management’s strategies, policies, activities, and approach to specific environmental, social, and governance related topics.

In addition to oversight by the full Board, the Sustainability Steering Committee provides strategic direction and prioritization of initiatives. The Steering Committee comprises a cross-functional group of senior leaders, including:

- President & Chief Executive Officer;
- Executive Vice President, Global Supply Chain Management & Operations
- Executive Vice President, General Counsel & Corporate Secretary;
- Executive Vice President, Human Resources;
- Executive Vice President, Regulatory Affairs, Quality, Assurance, Clinical Affairs, Commercial Operations, & IT
- Executive Vice President, Chief Financial Officer

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

## ESG GOVERNANCE STRUCTURE





# 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

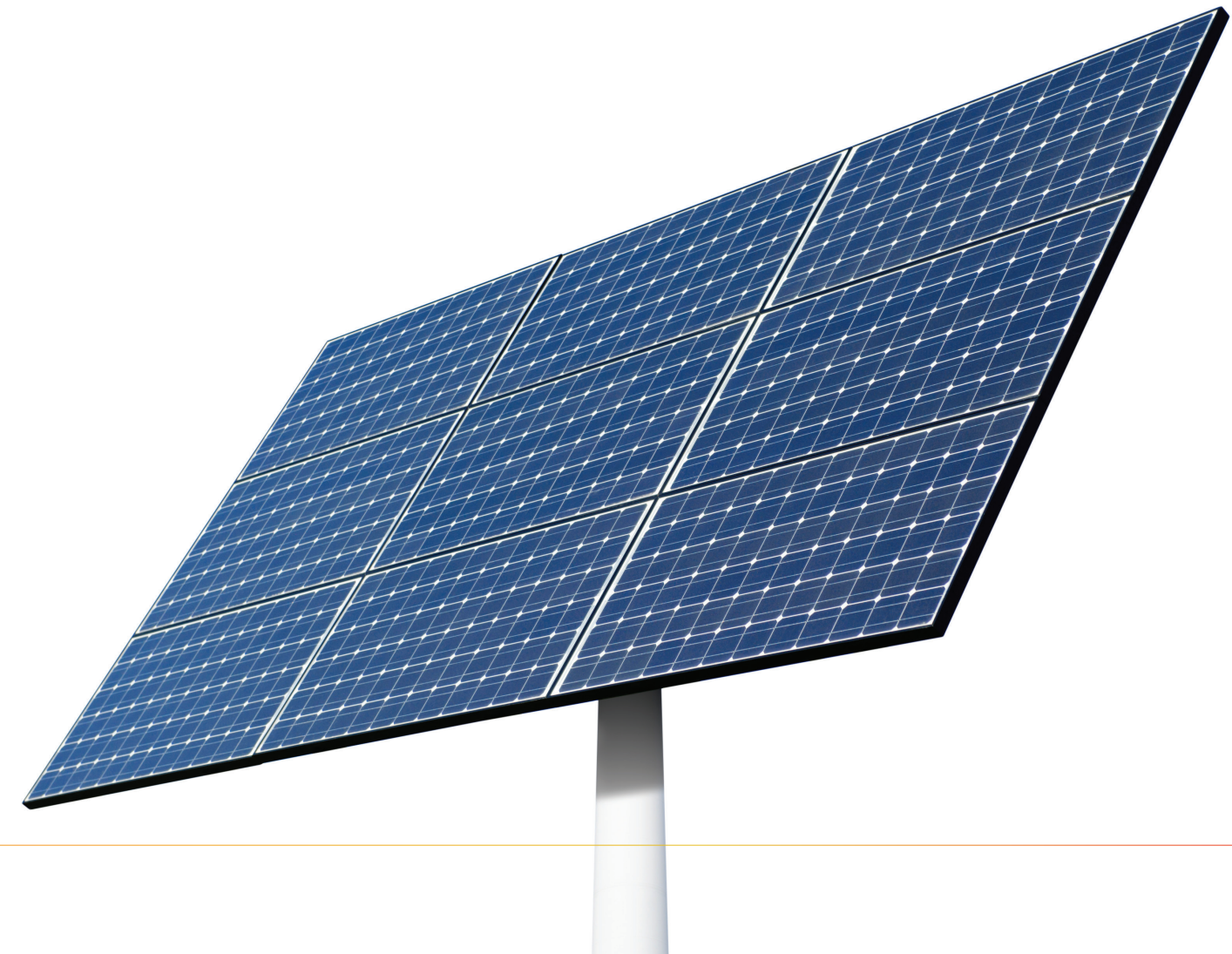
CONMED has an established Environmental, Health, and Safety (“EHS”) Council, composed of team members from across manufacturing and distribution operations. The EHS Council utilizes ISO 14001 and 45001 as a framework in their efforts to build a harmonized Environmental Management System (“EMS”) across 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. In 2025, the EHS Council continued efforts towards 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.





# **MATERIALITY**

# Environmental Management

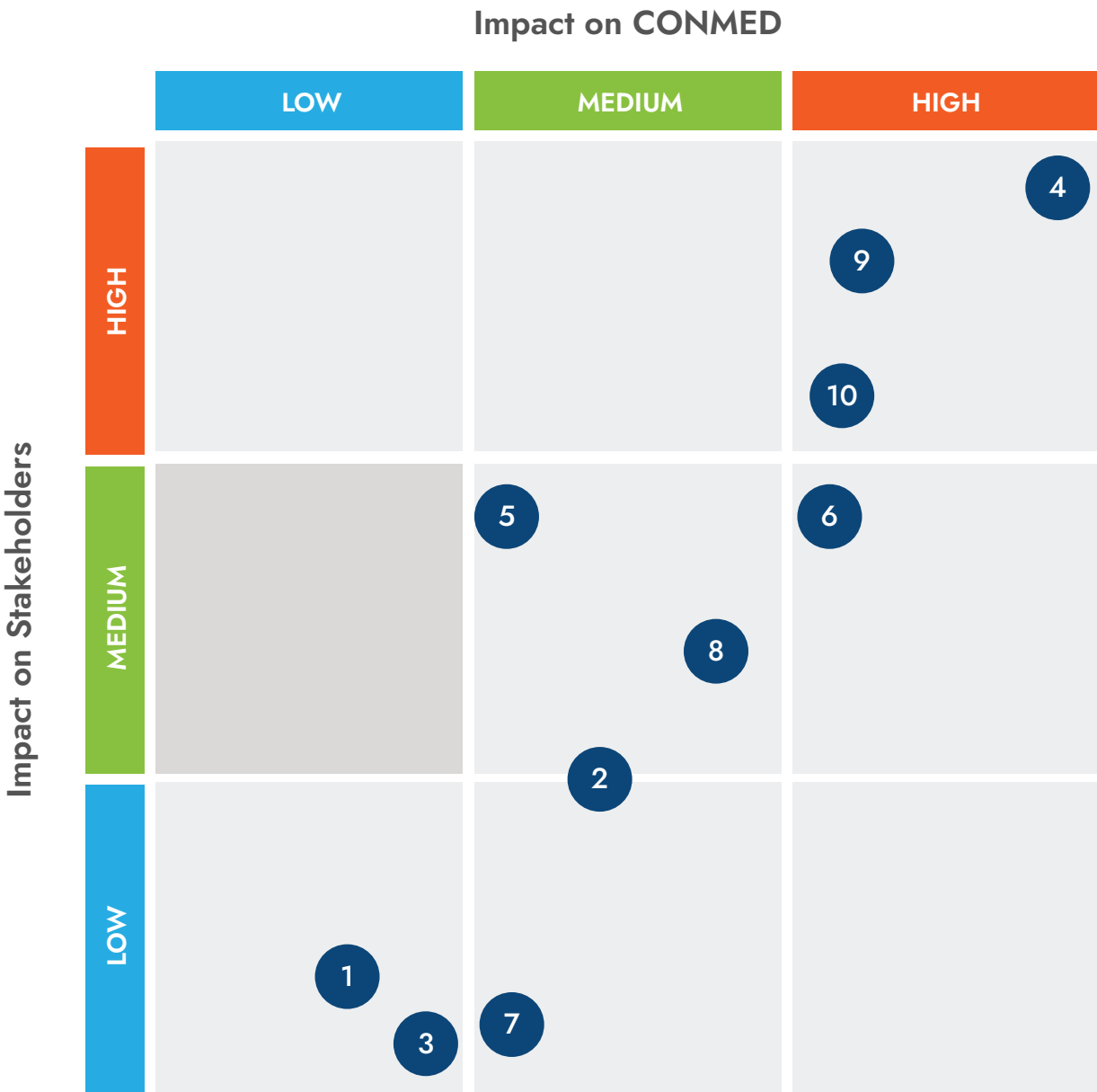
## Environmental Management System

CONMED undertook a robust stakeholder materiality assessment in 2025, designed to identify and prioritize the environmental, social, and governance topics that matter most to our business and to those impacted by our operations. Through a structured survey process, CONMED sought to understand the financial, environmental, and social impacts of our operations on a diverse set of internal and external stakeholders including employees, patients, customers, suppliers, investors, regulators, and local communities.

The result of this assessment helps guide our strategic focus, resource allocation, and disclosures, ensuring that our sustainability efforts align with stakeholder expectations, support long-term value creation, and reinforce our commitment to responsible and transparent business practices.

Scoring of high, medium, and low is relative to the subset of identified material topics. A rating of low impact does not signify that the issue is not important; this exercise is intended to map the cumulative rankings by impacted stakeholders.

| Material Topic                            | CONMED Impact | Stakeholder Impact | Material Topic                            | CONMED Impact | Stakeholder Impact |
|-------------------------------------------|---------------|--------------------|-------------------------------------------|---------------|--------------------|
| 1. Climate Change & GHG Emissions         | Low           | Low                | 6. Ethical Sales/Marketing & Anti-Bribery | High          | Medium             |
| 2. Waste Management & Product Stewardship | Medium        | Medium             | 7. Inclusion and belonging                | Medium        | Low                |
| 3. Water & Resource Efficiency            | Low           | Low                | 8. Supply Chain Management & Transparency | Medium        | Medium             |
| 4. Product Quality & Patient Safety       | High          | High               | 9. Data Privacy & Cybersecurity           | High          | High               |
| 5. Access to Healthcare & Affordability   | Medium        | Medium             | 10. Innovation & R&D Ethics               | High          | High               |





# Greenhouse Gas Emissions

In 2025, CONMED’s total Scope 1 and Scope 2 greenhouse gas emissions were 18,467.33 metric tonnes CO<sub>2</sub>e on a location-based basis and 18,787.48 metric tonnes CO<sub>2</sub>e on a market-based basis. Overall, total scope 1 and 2 emissions declined by 0.7% and emissions intensity fell 5.6%

| ▼ GHG Emissions Category                                                    | Location-Based |        | Market-Based |        |
|-----------------------------------------------------------------------------|----------------|--------|--------------|--------|
|                                                                             | 2024           | 2025   | 2024         | 2025   |
| Scope 1 emissions                                                           | 6,610          | 6,252  | 6,610        | 6,252  |
| Scope 2 emissions                                                           | 11,986         | 12,215 | 12,307       | 12,535 |
| Total Scope 1 +<br>Scope 2 emissions                                        | 18,597         | 18,467 | 18,917       | 18,787 |
| <b>GHG Intensity</b><br>(KG CO <sub>2</sub> e / per thousand USD net sales) | 14.2           | 13.4   | 14.5         | 13.7   |

# Energy

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

## Manufacturing Site Electricity consumed (kWh)

| ▼ FACILITY                                                      | YEAR ► | 2022       | 2023       | 2024       | 2025       |
|-----------------------------------------------------------------|--------|------------|------------|------------|------------|
| Largo, FL                                                       |        | 15,769,499 | 17,671,023 | 17,156,789 | 17,379,755 |
| Utica, NY                                                       |        | 13,735,515 | 13,251,090 | 13,395,137 | 12,513,089 |
| Chihuahua, Mexico                                               |        | 8,376,090  | 8,266,150  | 7,612,880  | 7,636,150  |
| Total                                                           |        | 37,881,104 | 39,188,263 | 38,164,806 | 37,528,994 |
| Total electricity intensity<br>(kWh per thousand USD net sales) |        | 36.23      | 31.48      | 29.20      | 27.30      |



### Strategic Energy Management at Utica

In 2025, CONMED’s Utica site exceeded its Strategic Energy Management cost savings goal, achieving \$144,146 in savings against a target of \$100,000. This represents 144% of the site’s original goal, and approximately \$14,000 of the savings came from reduced natural gas consumption, with the remainder driven by electricity savings.

Following the implementation of several energy efficiency projects in the spring, the Utica site reduced electricity consumption below historical monthly usage trends. These results demonstrate the value of targeted energy management initiatives in reducing both energy use and operating costs. CONMED plans to evaluate opportunities to apply lessons learned from the Utica project across other sites.

# 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 our manufacturing process is reused for internal plumbing systems, specifically toilets.

## Manufacturing Site Water usage (cubic meter)

| ▼ FACILITY                                               | YEAR ► | 2022    | 2023    | 2024    | 2025    |
|----------------------------------------------------------|--------|---------|---------|---------|---------|
| Largo, FL                                                |        | 51,830  | 50,422  | 51,765  | 64,227  |
| Utica, NY <sup>1</sup>                                   |        | 72,221  | 72,221  | 49,846  | 59,969  |
| Chihuahua, Mexico                                        |        | 37,651  | 44,526  | 38,966  | 32,878  |
| Total                                                    |        | 161,702 | 167,169 | 140,577 | 157,075 |
| Total water intensity<br>(m3 per thousand USD net sales) |        | 0.155   | 0.134   | 0.108   | 0.114   |

<sup>1</sup> In 2024, the Utica, NY facility received a credit due to calculation errors during 2023. This credit is reflected in 2024 water usage metrics. Additionally, there was an adjustment made to the facility's 2024 water usage metrics to exclude water expended outside of operations due to a water main break.



Waste

CONMED measures and monitors waste generated at our manufacturing sites and continually evaluates opportunities for improved efficiency and recycling rates. 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)

| ▼ TYPE                                   | YEAR ► | 2022     | 2023     | 2024     | 2025   |
|------------------------------------------|--------|----------|----------|----------|--------|
| Hazardous <sup>2</sup><br>Landfill Waste |        | 102.84   | 96.41    | 86.04    | 85.28  |
|                                          |        | 1,559.97 | 1,305.95 | 1,045.31 | 919.40 |

Recycling (Metric Tons)

| ▼ WASTE STREAM | YEAR ► | 2022   | 2023   | 2024   | 2025   |
|----------------|--------|--------|--------|--------|--------|
| eScrap         |        | 27.62  | 19.29  | 10.69  | 14.30  |
| Metal          |        | 178.31 | 142.48 | 116.41 | 169.77 |
| Cardboard      |        | 380.92 | 399.20 | 401.57 | 437.20 |
| Plastic        |        | 420.53 | 437.46 | 448.12 | 387.76 |
| Paper          |        | 7.62   | 4.11   | 4.62   | 5.42   |
| Used Oil       |        | 71.55  | 57.43  | 51.24  | 43.79  |



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.

<sup>2</sup> Hazardous waste does not include data on universal waste types from our U.S. operations as these are accounted for in our recycling data where applicable.



# SOCIAL



# Patients

## Product Impact

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,<sup>3, 4, 5</sup> facilitating quicker recovery times, resulting in shorter stays enable hospitals to treat more patients.

## Environmentally Conscious Design

CONMED has an Environmentally Conscious Design Policy that guides our efforts in reducing adverse environmental impacts of our products throughout the device lifecycle. This policy is based on IEC 60601-1-9 and addresses the design, manufacture, packaging, use, and disposition of medical equipment and balancing the tradeoffs between human medical benefit and adverse environmental impacts.

<sup>3</sup> Saway JP, McCaul M, Mulekar MS, McMahon DP, Richards WO. Review of Outcomes of Low Verses Standard Pressure Pneumoperitoneum in Laparoscopic Surgery. Am Surg. 2022;88(8):1832-1837. doi:10.1177/00031348221084956

<sup>4</sup> Buda A, Di Martino G, Borghese M, et al. Low-Pressure Laparoscopy Using the AirSeal System versus Standard Insufflation in Early-Stage Endometrial Cancer: A Multicenter, Retrospective Study (ARIEL Study). Healthcare (Basel). 2022;10(3):531. Published 2022 Mar 14. doi:10.3390/healthcare10030531

<sup>5</sup> Foley CE, Ryan E, Huang JQ. Less is more: clinical impact of decreasing pneumoperitoneum pressures during robotic surgery. J Robot Surg. 2021;15(2):299-307. doi:10.1007/s11701-020-01104-4. Vasdev, Nikhil, Utilising intra-operative artificial intelligence to investigate the difference in nociceptive stimulus between 2 different abdominal insufflators during a Robotic Prostatectomy (RALP Clinical Trial); JUI Compass, May, 2026 and available via the following link: <https://bjui-journals.onlinelibrary.wiley.com/doi/10.1002/bco2.70226>

AirSeal®  
2025 NUMBER OF PATIENT PROCEDURES

1.6 MILLION

## Surgical Smoke Evacuation

Our Surgical Smoke Evacuation Systems continue to play a key role in protecting caregivers from toxic smoke in the operating room and remains a high priority for our team.

PATIENTS:

# Product Safety and Quality



**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.



**Product Safety and Quality**

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.



## PATIENTS:

# Pricing



## 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. Aligned with this purpose, we donate medical equipment to organizations operating in countries in need. In 2025, our US Orthopedics made significant donations of CONMED products to support medical mission trips in Honduras, Guatemala, and India.



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





**EMPLOYEES:**

# Workplace Health & Safety

## Patient Affordability and Pricing

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.

## Safety Fair 2025!



The following safety metrics includes our US and Mexico operations.

Total Recordable Incident Rate

The average TRIR for the medical device industry is 1.5 with CONMED well below the industry average.

|      | 2022 | 2023 | 2024 | 2025 |
|------|------|------|------|------|
| TRIR | 0.65 | 0.94 | 0.71 | 0.62 |

Days Away, Restricted, or Transferred (DART) Rate

The average DART for the medical device industry average is 0.7, with CONMED well below the industry average.

|      | 2022 | 2023 | 2024 | 2025 |
|------|------|------|------|------|
| DART | 0.38 | 0.67 | 0.31 | 0.31 |

CPR/First Aid/AED Medical Responder Training

We trained 33 Medical responders on June 13, 2025.





EMPLOYEES:

# 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.

Great Place to Work®

In 2025 CONMED was again recognized in Mexico and Canada as a Great Place to Work.® Our facility in Chihuahua, Mexico, proudly secured the #3 spot in Great Place To Work’s “Best Workplaces for Women” 2025. This prestigious recognition underscores CONMED Chihuahua’s commitment to fostering an exceptional workplace for women. It highlights our dedication to cultivating an organizational culture rooted in equity and inclusion, where women are empowered to grow, develop, and lead with success.





EMPLOYEES:

# Talent Management

## 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 encourage external and internal candidates to consider CONMED career opportunities, support candidates throughout the recruitment process, and partner 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

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 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.

Insights

Empowering Tomorrow’s Leaders: “Our 2025 interns share their unique perspectives and contributions, reflecting Conmed’s commitment to fostering talent, innovation, and sustainability from the ground up.”

“ This internship has been an incredibly valuable experience, allowing me to contribute to internal communication efforts that help connect and engage teams across the company. I’ve had the chance to work on impactful projects, collaborate with talented professionals, and gain hands-on experience in a field I’m passionate about.”



**LANA PEARSON**  
Marketing Communications Intern | Memphis, TN

“ The people I’ve worked with have been not only brilliant but also incredibly supportive, making this internship both educational and enjoyable.”



**EVELYN VANDER ZWAAG**  
Foot & Ankle Marketing Intern | Memphis, TN

“ Degrees teach theory, but the real knowledge lives on the manufacturing floor. The operators’ experience is unmatched, and without them, this company wouldn’t thrive. As an intern, it’s a privilege to learn from their hands-on expertise every day.”



**SAIMARIS CARBALLO**  
Operational Excellence Engineer Intern | Largo FL



**Giving Back Locally:  
Intern Volunteer Days in Denver and Largo**

As part of Conmed’s commitment to community engagement, our 2025 summer interns in both Denver and Largo dedicated time to support local food shelters. From sorting donations to preparing meals, these volunteer days gave interns a hands-on opportunity to make a meaningful impact in their communities. Their efforts reflect Conmed’s values of compassion, service, and social responsibility—core principles that guide our sustainability initiatives.

United Way partnership



Denver: Metro Caring





EMPLOYEES:

# Employee Total Rewards

## Recruitment

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 competitive 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. For those employees eligible for incentive earnings, our compensation programs are balanced to ensure earnings are tied to short-term and long-term performance.

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 by role, location, and gender, and also by ethnic diversity in the U.S. If pay equity issues are identified that cannot be explained by historical performance, time in role, tenure, or other job-related factors, we work to address the inequity in a timely fashion.



**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 full-time 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 2025, 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.

EMPLOYEES:

# Employee Development

## 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 to facilitate a specific individual’s career growth.

Because our managers are the crucial link in our employee’s growth and development, CONMED leaders complete a global interactive on-line training program, which includes topics such as diversity of thought, developing employees’ strengths, and employee relations.

## 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.

## Leadership Development



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 2025, 73% of CONMED’s leaders attended at least one session.

## 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.

In 2025, new hires continued to receive an invitation to complete the CliftonStrengths assessment and 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.



EMPLOYEES:

# Employee Engagement & Belonging

## Employee Engagement

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.

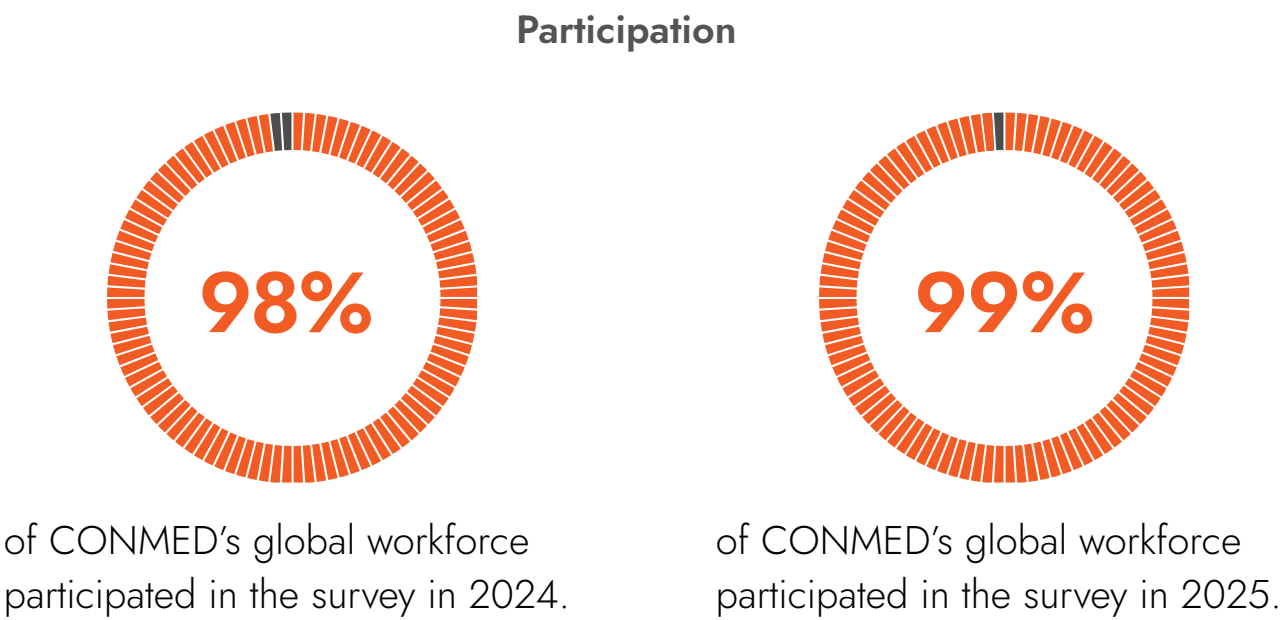
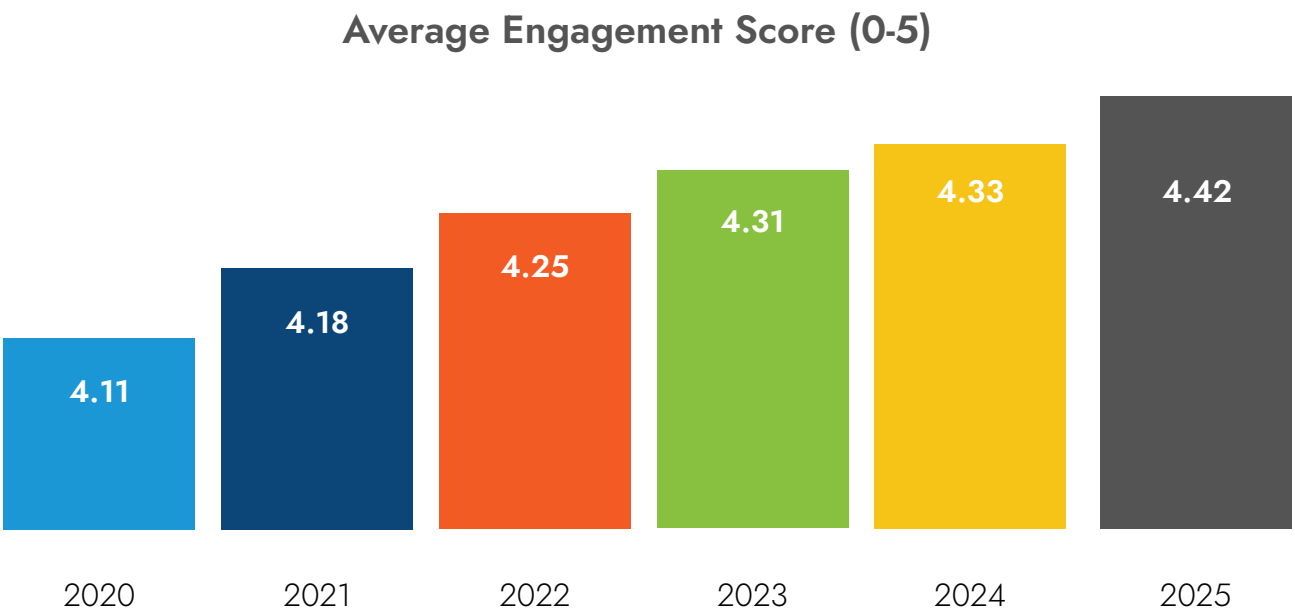
## Employee Engagement Survey

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 both to measure engagement across the organization, and to provide a basis for individual team action planning sessions. In 2025, CONMED expanded the Inclusion Index survey globally as part of the annual employee Engagement Survey. The Inclusion Index focuses on whether employees feel respected, supported in using their strengths, and confident in the ethics and integrity of leadership.

In 2025, 99% of our global workforce participated in the Engagement Survey. Due to the continued commitment of our global team members, CONMED’s overall average global engagement score 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.



EMPLOYEES:

# 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.

## Utica Engagement Committee

In 2025, the Utica Engagement Committee played a meaningful role in strengthening both employee connection and community impact through a year round, inclusive approach to engagement. In addition to flagship moments such as the annual summer picnic and employee raffled tickets to the Utica Comets and Utica City FC, the committee led and supported a broad range of initiatives that connected employees to



Front: (From Left: Todd Pope, Ross Agen, Malav Mehta)  
Back: (From Left: Lindsey Morse, Sydney Gaul, Emma Uy, Michele Dee, Madison Petrus)

each other and to the Utica community. These efforts included Team CONMED participation and fundraising for the America’s Greatest Heart Run/Walk and Breast Cancer Awareness walk, a multi-event United Way campaign supported by employee driven fundraisers and donation drives, and regular on site appreciation and culture building activities designed to reach all shifts throughout the year. Together, these initiatives reinforced CONMED’s commitment to community involvement, employee well being, and a workplace culture where people feel connected, valued, and proud of the impact they make—both inside and outside our walls.

## Ross A. & Madison P., Co-Committee Chairs

In 2025, the Utica site introduced a new machine dedicated to forming and sealing pouches used across the site. A naming contest was held for the new equipment, and the Engagement Committee received an award for contributing to site engagement activities.



From Left: Mike Thomas, Madison Petrus, Ross Agen



### Bowling event



Pictured above: Kate Aimino, Jen Bare, and Tim Zaucha

Employees from all three shifts were invited to a fun off site outing at a local bowling alley, where they had the chance to bowl, enjoy good food, and connect with teammates from across the organization. The event created a relaxed space for employees to unwind, socialize, and build stronger relationships with peers they don't often see during the workday. It was a great mix of teamwork and friendly competition.

### Holiday Meal

During the holiday season, supervisors served a festive meal for employees as a way to celebrate, show appreciation, and bring everyone together. The gathering created a cheerful atmosphere where staff could enjoy good food, connect with one another, and share a little seasonal joy before heading back to their busy schedules. It was a simple but meaningful way to spread holiday spirit across the team.

### Kona Ice

During the holiday season, supervisors served a festive meal for employees as a way to celebrate, show appreciation, and bring everyone together. The gathering created a cheerful atmosphere where staff could enjoy good food, connect with one another, and share a little seasonal joy before heading back to their busy schedules. It was a simple but meaningful way to spread holiday spirit across the team.

Pictured to the right:  
Laarni Wilkons, Hanh Tran, Teresa Tran,  
and Marshall Vogel



### Veteran's Day

In honor of Veterans Day, a special meal was provided to all employees who have served in the armed forces. This event offered a meaningful moment to recognize their service, share appreciation, and bring everyone together in a spirit of gratitude. It was a heartfelt way to celebrate our veterans and thank them for their contributions both in and out of the workplace.

Pictured to the right: Mike Walsh, Olga Navarro, Jeremy Swager, Rodrigo Delgado, and Phil Laplante.



### New Year's in Japan

Shuji Nosaka, Hibicki Asamoto, Hiroki Manaka, Daisuke Kashimoto, Yoshiyuki Nate, Shunichi Inanobe, Yusuke Takino, Mika Ozaki, Shunsuke Ozaki, Ryo Tanaka, and Kaori Nishimoto from CONMED Japan Celebrate the end of 2025 and begining of 2026 by attending a local New Year's event.





EMPLOYEES:

# Culture of Feedback

CONMED’s Culture of Feedback program supports the company’s commitment to growth, trust, and high performance. The program is designed to help leaders and teams use feedback as a catalyst for personal and organizational development, while aligning with CONMED’s core values: doing things the right way, making and keeping commitments, operating with urgency, believing in the power of engaged talent, and delivering exceptional results.

The program helps participants understand the importance of feedback, identify and overcome common barriers including trust and personal accountability, distinguish between feedback and coaching, and develop practical skills using the Situation-Behavior-Impact model. Participants also practice giving and receiving feedback in a safe, supportive environment and reflect on the Daring Greatly Engaged Feedback Checklist.

In 2025, the program included 99 participants across five sessions, supported by two facilitators. The program received an overall participant satisfaction rating of 9.5 out of 10 and a facilitator rating of 9.7 out of 10. In addition, 100% of participants reported a clear understanding of how to confidently give and receive feedback that builds trust, strengthens relationships, and drives performance. 100% of participants also indicated that they left with practical tools and strategies to give and receive feedback. Overall, 92% of participants affirmed that the session was a valuable investment of their time.



**EMPLOYEES:**

## Diversity and Inclusion

A demonstrated commitment to diversity and inclusion is vital to CONMED's success as we seek out individuals who bring their unique capabilities to our Company. We believe that diverse teams stimulate innovation, enhance our understanding of the needs of our global customer base and ultimately deliver better results for our stakeholders.

We value individual strengths, and we believe that hiring and retaining employees of all different backgrounds and experiences permits us to better serve our customers, shareholders and other stakeholders. We also recognize that representation of diversity in the workforce is not enough to have the impact desired, so we encourage inclusion and belonging in addition to representation.

**Imagine what we can do together...**



EMPLOYEES:

# 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. Employees completed 198,226 trainings in 2025, including 127,143 read-and-acknowledge materials, 67,053 online courses, and 4,030 session-based trainings, including New Hire Orientation and buddy training.

2025 EMPLOYEE TRAININGS COMPLETED

198,226

This includes:

- 127,143 read-and-acknowledge materials
- 67,053 online course
- 4,030 session-based trainings



**COMMUNITY:**

# Our Giving Back Efforts

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

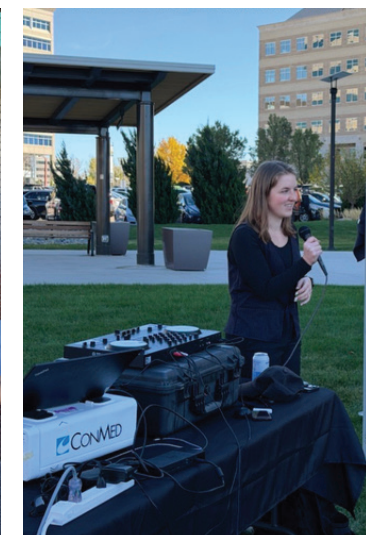
In the U.S., CONMED partners with the United Way, an organization uniquely positioned to serve the greatest needs in their respective communities. Through an annual workplace fundraising campaign, CONMED pledges a corporate-level campaign gift, and individual team members have the opportunity to make 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. In 2025, CONMED contributed to United Way, including to United Way of Central New York and to United Way Suncoast. Employees also contributed USD \$52,994 in donations in 2025.

## Community Spotlights

In 2025, teams supported local needs through initiatives such as the Largo Chili Cook Off Fundraiser, Massachusetts Garden Volunteering Day, Atlanta Sock Collection Drive, Westborough Blanket Drive, Tennessee Food Line Volunteer Day, Denver United Way Cornhole Fundraiser, and Denver Food Bank Volunteer Day.

Together, these efforts reflect the many ways CONMED employees contribute their time, resources, and energy to support the communities where we live and work.



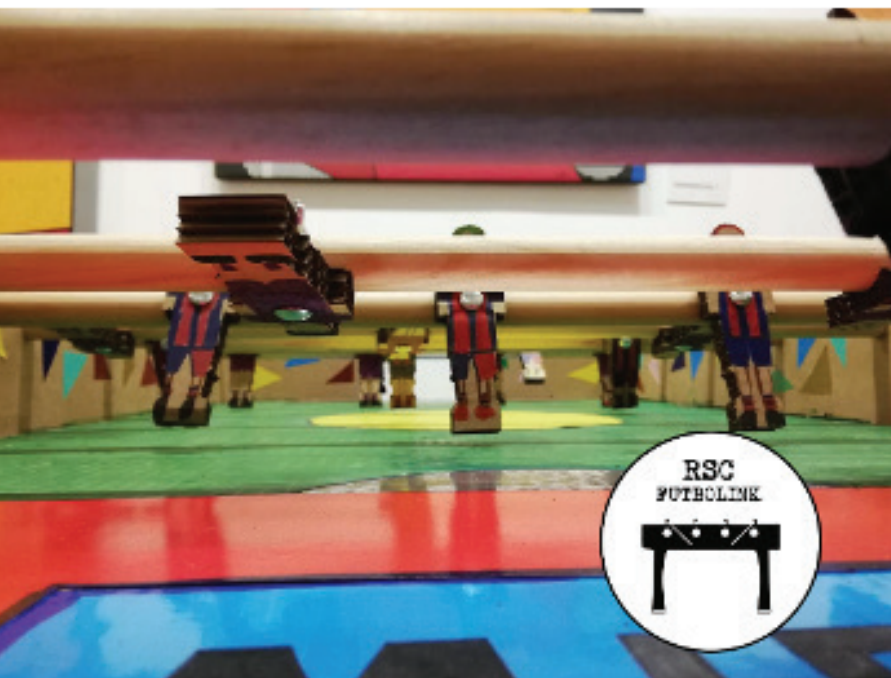


## CONMED Iberia

In April 2025, CONMED Iberia employees participated in a CSR team-building activity.

We all worked together to design and build football tables (foosball) with effort, cooperation and creativity into making them as nice as possible. These foosball tables were then donated to Casa dels Xuklis, a non-profit organization in Catalonia that provides temporary accommodation and support to children undergoing cancer treatment and their families while they are away from home.

This activity strengthened teamwork and collaboration between us, but also allowed us to contribute to the well-being of children and families facing very challenging circumstances.





**COMMUNITY:**

# 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. More info can be found here: [Human Rights and Labor Standards Policy](#)

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 our human rights and labor standards (including restrictions on human trafficking, labor conditions, forced labor, 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. More information can be found here: [Supplier Handbook](#)







# 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

## Effective Board Leadership and Independent Oversight

- Highly independent Board (with all independent directors except the CEO), fully independent Board committees and independent Chair of Board.
- Regular executive sessions of independent directors.
- Structured Board and Board committee self-evaluation process, with actionable follow up to enhance functioning and oversight.

## Board Skills and Refreshment

- Strong mix of experience, skills, expertise and tenure aligned with providing oversight of the Company’s strategy and operations.
- Strong ongoing director and Board committee refreshment process and implementation.
  - Detailed director onboarding and training.
  - Board tenure limit of 12 one-year terms.
  - Committee Chairs’ rotation expected every three to five years.

## Focus on Stockholder Rights

- No multi-class voting and no inequitable voting rights.
- Majority voting standard for uncontested director elections.
- By-laws provide for proxy access, stockholder action by written consent and stockholder ability to call special meetings.
- No supermajority voting requirements for certain fundamental transactions or amendments to the Amended and Restated Certificate of Incorporation or By-laws.

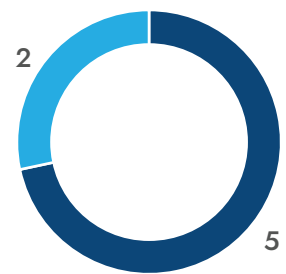
## Transparency and Accountability

- Annual election of all directors.
- Regular review of governance policies and processes.
- Significant stock ownership requirements for executive officers and directors, which were both increased in 2025.
- Directors and executive officers are not permitted to hedge or pledge Company stock.
- View our [Corporate Governance webpage](#) for more information.

## Board Demographics<sup>3</sup>

### Gender of Nominees

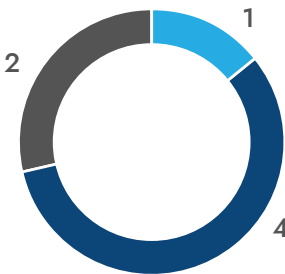
29% of our nominees are women.



Male Female

### Average Age of Nominees

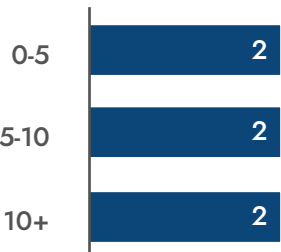
Average age of our director nominee is 62 years old.



46-55 56-65 66-75

### Tenure of Independent Nominees

Average tenure of our independent directors is 6.2 years.



<sup>3</sup> Per nominee information as included in CONMED’s 2026 Proxy Statement filed April 7, 2026



# 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 a system in place to track conflict minerals, restricted/substances of very high concern, and other commodities with human rights and environmental risk. This is an ongoing effort to comply with various global and local regulations while utilizing a risk-based approach to go beyond compliance and seek improved environmental and social outcomes.



# Supplier Code of Conduct

CONMED Corporation is committed to operating its business in an ethical and legal manner and we expect our Suppliers also shall ensure their operations are being performed in a manner that is ethical, legal, environmentally, and socially responsible. CONMED's Supplier Code of Conduct is intended to communicate these expectations. In addition to any specific requirements in our written agreements, we expect our Suppliers to comply with this Code.

## Areas addressed include:

### Compliance with Local Laws and Regulations

Suppliers must adhere to the laws and regulations in the locality in which they reside. This includes all local, state, and federal laws/regulations in the country of origin.

### Compliance with Environmental, Health, and Safety Laws

The Supplier must maintain and operate its manufacturing/production facilities and processes in accordance with local, state, and federal laws/regulations in the country of origin. As applicable, documented safety handling and protection information must be provided.

### Product Safety

In all instances where a product is manufactured to a new design, for a new system, or for a new application, it is important that the Supplier and CONMED allocate responsibility for assuring that all complaint, performance, endurance, maintenance, safety and warning requirements are met. It is required that this allocation of responsibility be in writing.

### Non-Discrimination

Suppliers shall not discriminate against race, color, sex, religion, age, physical disability, political affiliation, or other defining characteristics as prohibited by local, state, and federal laws/regulations in the country of origin.

### Child Labor

Suppliers shall employ workers of minimum legal age in accordance with local, state, and federal laws/regulations in the country of origin. Child labor laws must be followed, but in no event shall a Supplier employ workers under the age of 16.

### Human Rights & Labor Standards

CONMED Corporation, together with all of its subsidiaries is committed to the respect of human rights and upholding labor standards. 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.

### Ethics

Evidence of corruption, bribes, improper advantage, or any other form of illegal practice by the Supplier or associated operations will terminate all relations with CONMED. Suppliers will conduct their business in a manner that meets the 'Code of Business Conduct and Ethics' policy of the CONMED Corporation.

### Code of Business Conduct and Ethics, and Policy Enforcement

This policy applies to Suppliers and their sub-tier sources. It is the responsibility of the Supplier to verify and monitor compliance of this code at their operations and sub-tier source operations

### Confidentiality

The Supplier shall ensure the confidentiality of CONMED products and projects under development, and related product information, as well as intellectual property shared as a result of the working relationship.

See our policies webpage to view our Supplier Handbook.



# Cybersecurity & 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, inclusive of our Chief Information Officer (CIO), 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 \*National Institute of Standards and Technology ("NIST") framework, Center for Internet Security (CIS) top 18 risk framework, and ISO/IEC 27001 framework, supporting international standards regarding cybersecurity.

## Training

We invest in the growth and development of our IT security team's expertise through hands-on training, technical industry certifications and IT security domain specific conferences. IT security is approached as a unified company strategy, where everyone in the organization plays a key role in the success of our programs. Through required phishing training and awareness campaigns, policy and procedures training, and periodic multi-level 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. 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.

For more information, please see our [2025 Annual Report](#).



# Appendix A: SASB Index

| 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 | <p>Patient Affordability and Pricing, pg. 18 discusses our overall approach to pricing. Our product pricing is reviewed annually unless tied to a specific contract.</p> <p>This metric is not relevant to our business; therefore, we do not consider this information to be material for our external stakeholders.</p>  |
| 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 | <p>CONMED did not report any product recalls in 2025. In 2024, In2Bones, SAS, a subsidiary of CONMED Corporation, reported two Class II recalls to the U.S. Food and Drug Administration (FDA).</p> <p>For more information regarding recalls, please refer to the <a href="#">FDA Medical Device Recall Database</a>.</p> |
| List of products listed in FDA's MedWatch Safety Alerts for Human Medical Products database                                      | HC-MS-250a.2 | See <a href="#">FDA MedWatch Safety Alert Database</a> .                                                                                                                                                                                                                                                                   |
| Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience                 | HC-MS-250a.3 | See <a href="#">FDA's Manufacturer and User Facility Device Experience (MAUDE) Database</a> .                                                                                                                                                                                                                              |
| Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type        | HC-MS-250a.4 | In2Bones SAS (France) received a Form 483 from the FDA with 5 observations in September of 2025. FDA received our response and indicated that no further action was necessary from CONMED.                                                                                                                                 |

| 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. 38                       |
| 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. 19              |
| 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. 40                 |
| Description of efforts to maintain traceability within the distribution chain                                                                                            | HC-MS-430a.2 | Traceability within Supply Chain, pg. 40        |
| Description of the management of risks associated with use of critical materials                                                                                         | HC-MS-430a.3 | <a href="#">CONMED Conflict Minerals Policy</a> |

# Appendix B:

# Climate-related

# Financial Disclosure



2025 Climate-related  
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## Introduction

As a global leader in surgical and patient monitoring solutions, CONMED Corporation (together with its subsidiaries, “CONMED” or the “Company”) is committed to advancing healthcare through innovation while fostering sustainable practices that safeguard our planet and communities.

This report is provided by CONMED for the purpose of disclosure under California Health & Safety Code Section 38533, which requires in-scope companies to prepare a climate-related financial risk report disclosing their climate-related financial risk and the measures adopted to reduce and adapt to the disclosed climate-related financial risk. This report was prepared in accordance with the recommended framework and disclosures contained in the Final Report of Recommendations of the Task Force on Climate-related Financial Disclosures (June 2017).

This report was published in March 2026. Where indicated, certain aspects of the information contained herein are as of an earlier date.

In addition to posting on CONMED’s website, a link to this report has been submitted to the public docket established by the California Air Resources Board.

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 fiscal year ended December 31, 2025 and other risks and uncertainties, which may be detailed from time to time in reports filed by CONMED with the Securities and Exchange Commission. 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.

The climate-related risks identified herein are not necessarily material to CONMED for purposes of the U.S. federal securities laws, under any other statute or regulation or otherwise and their inclusion herein should not be considered as a determination of materiality by CONMED. These also may not be the only climate-related risks applicable to CONMED.



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## Governance

Climate-related risks and opportunities are managed as part of CONMED’s Environmental, Social, Governance (“ESG”) program. 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.

Further, our ESG Director provides daily management of our ESG program and directs our ESG Steering Committee.

## Strategy, Including Climate-Related Risks and Opportunities

CONMED is a medical device company and has manufacturing facilities in Largo, Florida; Utica, New York; and Chihuahua, Mexico, and international operations across Europe, Asia, Latin America, Canada and Australia. Our business model involves designing, manufacturing, and distributing surgical instruments and patient monitoring equipment, which exposes CONMED to vulnerabilities related to supply chain disruptions, regulatory changes, and shifts in healthcare demand driven by climate impacts.

We have assessed climate-related risks and opportunities over short-term (1-3 years), medium-term (3-10 years), and long-term (10+ years) horizons, considering their potential impact on our operations, financial performance, and strategy.

### Climate-Related Risks and Opportunities

The following table summarizes key physical and transition risks and opportunities CONMED has identified, categorized by type and time horizon, physical risks stem from climate events affecting operations and supply chains, while transition risks arise from the shift to a low-carbon economy. Opportunities include innovation and efficiency gains.





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| Category         | Type                | Description                                                                                                                                                              | Horizon                |
|------------------|---------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
| Physical Risks   | Acute               | Increased frequency of extreme weather and storms leading to facility downtime and supply chain and logistics disruptions.                                               | Short to Medium & Long |
| Physical Risks   | Chronic             | Rising temperatures impacting employee health, energy costs, water availability at manufacturing sites, and supply chains including the ability to source raw materials. | Medium to Long         |
| Transition Risks | Policy & Legal      | Stricter regulations on carbon emissions and single-use plastics in medical devices and reporting, increasing compliance costs.                                          | Short, Medium & Long   |
| Transition Risks | Technology          | Need to adopt low-carbon manufacturing processes and sustainable materials, phasing out high-emissions suppliers.                                                        | Medium                 |
| Transition Risks | Market & Reputation | Shifting customer preferences toward eco-friendly devices; loss of sales and tenders from inability to meet expectations                                                 | Short, Medium & Long   |
| Opportunities    | Products & Services | Improvement of environmental performance and energy efficiency across product portfolio leading to innovation and sourcing preference.                                   | Medium to Long         |
| Opportunities    | Resource Efficiency | Supply chain optimizations, efficiencies and renewable energy adoption reducing energy costs.                                                                            | Short to Medium        |
| Opportunities    | Resilience          | Enhanced supply chain diversification and adaptive infrastructure improving operational stability.                                                                       | Long                   |

These risks and opportunities could materially affect our strategy. For instance, physical risks such as storms, may cause operational disruptions and delays, impacting revenue, while transition impacts and policies may increase operating expenses and potentially necessitate capital expenditures. Opportunities, however, may position CONMED to mitigate these disruptions and position the product portfolio for sustainable success.

Impact of Climate-Related Scenarios on Business Strategy

CONMED conducted scenario analysis using the SSP2-4.5 pathway from the IPCC's Sixth Assessment Report (AR6), which represents a "moderate impact" socioeconomic development with intermediate greenhouse gas emissions. Under SSP2-4.5, global CO2 emissions remain near current levels until mid-century before declining, leading to approximately 2.7°C of warming by 2100, with moderate mitigation and adaptation efforts. This scenario assumes slow progress in climate policies, continued fossil fuel use, and uneven global development, resulting in increased extreme weather events (e.g., 20-30% more intense storms) and chronic changes.



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We modeled impacts using internal data, IPCC projections, and industry benchmarks, incorporating qualitative and quantitative assessments. We also compared a low-emissions pathway (SSP1-2.6, ~1.8°C warming) and a high-emissions pathway (SSP5-8.5, ~4.4°C warming), but the focus was on SSP2-4.5.

Based on our scenario analysis, we identified the following potential impacts:

- Physical Risks:
  - Short-Term (1-3 years): Minimal escalation beyond current trends, but increased hurricane risks in Florida could disrupt Largo operations, leading to revenue impact from delayed shipments. Supply chains face moderate flood risks, prompting early diversification.
  - Medium-Term (3-10 years): Rising temperatures (1-1.5°C above baseline) increase energy demands for cooling in facilities, raising operational costs by 3-5%. Chronic water stress in regions affects supplier reliability, potentially increasing procurement costs.
  - Long-Term (10+ years): Increased storm frequency and accompanying flooding, chronic heat stress and water availability negatively impact CONMED and supplier operations. Overall, physical risks could impact revenue and profitability without adaptation.
- Transition Risks:
  - Short-Term (1-3 years): Increased energy costs as energy demand increases and fossil fuel-based generation facilities are not developed. Increased reporting and regulatory expenses to comply with fragmented national and regional regulations.
  - Medium-Term (3-10 years): Loss of Revenue related to inability to meet increasing customer compliance requirements and environmental regulations. Volatile raw material prices and increased costs due to carbon pricing and emissions trading schemes. Difficulty insuring assets, or underinsurance against increased risks.
  - Long-Term (10+ years): Uneven global mitigation leads to fragmented regulations, increasing compliance complexity. Reputational risks from unmet climate goals could affect investor relations, but proactive transitions enhance brand value.

Under SSP2-4.5, resilience to physical risks, geographic diversification of suppliers, and energy efficiency to combat increased energy prices are keys to mitigating risk-related impacts.

Alternate scenarios present similar short-term risks, with lower emissions reducing medium- and long-term physical risks while creating larger transition impacts. High-emissions scenarios reduce the transition-related risks, while presenting significantly greater physical risk.

Risk Management

The ESG Director works with CONMED site leadership and department subject matter experts to assess the potential likelihood and impact of climate-related physical and transition risks and opportunities. Once identified and assessed, these risks are incorporated into the CONMED enterprise risk management (ERM) process. While the first formal TCFD-based climate-related risk assessment

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occurred in 2025, the thematic risks were previously identified through the ERM process and disclosed in our fiscal 2024 Form 10-K filed with the SEC.

### Metrics and Targets

CONMED is in the process of developing relevant metrics and performance indicators to track climate-related risk and mitigation measures for CONMED sites and suppliers.

#### 2024 Greenhouse Gas Inventory

| Description                                                                                                 | Response                                                                                                                                                                                                    |
|-------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Company name                                                                                                | CONMED Corporation                                                                                                                                                                                          |
| Description of the company                                                                                  | CONMED Corporation (NYSE: CNMD) is a global medical technology company headquartered in Largo, Florida, specializing in the development, manufacturing, and distribution of surgical devices and equipment. |
| Chosen consolidation approach (equity share, operational control or financial control)                      | Operational Control                                                                                                                                                                                         |
| The reporting period covered                                                                                | January 1, 2024, to December 31, 2024                                                                                                                                                                       |
| Scope 1: Direct Emissions from controlled operations                                                        | 6,607 metric tons CO <sub>2</sub> e                                                                                                                                                                         |
| Scope 2: Location Based Indirect Emissions from the use of purchased electricity, steam, heating, & cooling | 11,982 metric tons CO <sub>2</sub> e                                                                                                                                                                        |
| Scope 2: Market Based Indirect Emissions from the use of purchased electricity, steam, heating, & cooling   | 12,260 metric tons CO <sub>2</sub> e                                                                                                                                                                        |



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### Manufacturing Water Usage

CONMED tracks and discloses water use at manufacturing sites, as indicated in the [2024 CONMED ESG Report](#):

Water usage (cubic meter)

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



# Appendix C: GHG Third-Party Assurance

The SCS Greenhouse Gas Footprint Verification Program has conducted a verification of GHG emissions based upon the following Scope, Objectives, and Criteria:

## Verification Scope

### CONMED Corporation

11311 Concept Boulevard, Largo, Florida 33773, USA

Reporting Period: 01/01/2025 – 12/31/2025

Geographic Boundary: Global

## Facilities, physical infrastructure, activities, technologies, and processes:

31 manufacturing facilities, warehouses, and offices

## GHG Sources, Sinks, and/or Reservoirs:

Scope 1 - Natural Gas, Fuel Oil, Gasoline, Refrigerants

Scope 2 - Purchased Electricity

Boundary Method: Operational Control

GHG Gases: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs

Level of Assurance: Limited

**Materiality:** +/-5% quantitative threshold for direct and indirect emissions, qualitative based upon requirements specified within referenced criteria

## Verification Objectives

- Evaluate the organization's GHG inventory for material discrepancies based upon the specified level of assurance
- Evaluate the organization's GHG inventory is in conformance with the specified verification criteria

## Verification Criteria

- World Resources Institute/World Business Council for Sustainable Development's "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)" dated March 2004
- World Resources Institute/World Business Council for Sustainable Development's "Scope 2 Guidance Document: An Amendment to the GHG Protocol Corporate Standard" dated 2015
- ISO 14064-3: 2019 Specification with guidance for the validation and verification of GHG assertions
- California SB253 (Final CARB requirements still pending)



## Verification Opinion

This Verification Statement documents that SCS Global Services has conducted verification activities in conformance with ISO 14064-3: 2019, Specification with guidance for the validation and verification of greenhouse gas assertions. Based upon the reporting scope, criteria, objectives, and agreed upon level of assurance, SCS has issued the following verification opinion:

- ☒ Positive Verification (Limited Assurance) – No evidence was found that the GHG assertion was not prepared in all material respects with the reporting criteria

## Verification Qualifications

- None

## Verified Emissions

| Scope              | Total (tCO <sub>2</sub> e) |
|--------------------|----------------------------|
| Scope 1            | 6,252                      |
| Scope 2 - Location | 12,215                     |
| Scope 2 - Market   | 12,535                     |

## Lead Verifier

*Tavio Benetti* DATE: 04-29-2026

Tavio Benetti, Lead Verifier, *GHG Footprint Verification Program Environmental Certification Services*  
SCS Global Services, 2000 Powell Street, Suite 600,  
Emeryville, CA 94608 USA

## Independent Reviewer

*Michelle Hirst* DATE: 6/16/2026

Michelle Hirst, Verification Scientist, *GHG Footprint Verification Program Environmental Certification Services*  
SCS Global Services, 2000 Powell Street, Suite 600,  
Emeryville, CA 94608 USA





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**

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