2021
TOGETHER WE ARE MAKING A DIFFERENCE FOR A BETTER TOMORROW

2021 Environmental, Social and Governance Tear Sheet
About this report
The following tear sheet contains disclosure of relevant environment, social and governance (ESG) metrics to CONMED Corporation's business, as well as those included in the Sustainability Accounting Standards Board (SASB) standards for the Medical Equipment & Supplies industry. We also aligned the disclosures in this report with the United Nations Sustainable Development Goals (UN SDGs). This document covers ESG disclosures for CONMED Corporation for the period Jan. 1 through Dec. 31, 2021, unless otherwise noted.

<table>
<thead>
<tr>
<th>Activity Metrics</th>
<th>2021</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employees (FTE)</td>
<td>3,800</td>
<td>3,400</td>
<td>3,300</td>
</tr>
<tr>
<td>Net Sales (thousands)</td>
<td>$1,010,635</td>
<td>$862,459</td>
<td>$955,097</td>
</tr>
</tbody>
</table>
Forward-looking statements

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 risks posed to the Company’s business, financial condition, and results of operations by the COVID-19 global pandemic and the various government responses to the pandemic, including deferral of surgeries, reductions in hospital and ambulatory surgery center operating volumes, disruption to potential supply chain reliability; any assumptions underlying any of the foregoing as well as the risk factors discussed in the Company’s Annual Report on Form 10-K for the full year ended December 31, 2021 and in the Form 10-Q for the most recently completed quarter. 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.
About us

CONMED is a global medical technology company which manufactures and markets thousands of products to providers across the healthcare continuum. Our products are used by surgeons and other healthcare professionals in a variety of specialties, including orthopedics, general surgery, gynecology, thoracic surgery and gastroenterology.

With multiple manufacturing and design facilities, and worldwide distribution, CONMED strives to improve the quality of healthcare by designing, producing and marketing innovative, high-quality products. Our Mission is to enable healthcare providers around the world to deliver exceptional outcomes for patients through accessible CONMED solutions.

CONMED is headquartered in Largo, Florida. CONMED stock is traded on the NYSE with the ticker symbol CNMD. For more information, visit [www.conmed.com](http://www.conmed.com).
About our ESG program

CONMED sits at the intersection of healthcare providers and patients. Our products are used daily to deliver care and restore hope for patients and their families. We support the communities where our global team members live and work, deliver innovative and accessible solutions, and operate sustainably. Our core values provide the foundation for everything we do:

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

Leadership of ESG starts with our Board of Directors, which receive regular updates on ESG initiatives. In addition to oversight by the full Board, we have an Executive ESG Committee, which includes:

- Chair of the Board, President and Chief Executive Officer
- Executive Vice President of Finance and Chief Financial Officer
- Executive Vice President of Human Resources
- Vice President of Global Operations
- Executive Vice President of Legal Affairs General Counsel and Secretary

The Executive ESG Committee provides strategic direction and prioritization of ESG initiatives. Our Director of ESG provides daily management and oversight of our ESG program. CONMED employees across our enterprise are engaged in activities impactful to our ESG progress.

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

CONMED is committed to environmental regulatory compliance and sustainable development as we conduct business globally. Employees are given the training and resources necessary to achieve compliance and meet business goals to reduce our environmental impact.

The following Environmental disclosures include our principal manufacturing sites, Chihuahua, Mexico; Utica, NY; and Largo, FL, as they make up a significant portion of our environmental footprint.

Energy management

CONMED is managing energy consumption through efficiencies and improvements, as well as by supplementing our energy sourcing with clean, renewable generated energy where appropriate. For example, our manufacturing sites have converted, or are in the process of converting, to LED lighting. Our Utica and Chihuahua facilities currently utilize 100% LED lighting, and our Largo facility is currently at 50%. Additionally, our Chihuahua facility has received the Clean Industry recertification since 2015. We continue to make investments in additional environmental controls.

Energy use data is not available in 2019.

Energy use increase in 2021 is due to increase production and personnel, resulting in additional shifts added to the production lines.

Energy use decrease in 2021 is due to increased sales in energy efficient equipment, resulting in energy use decreasing when compared to increased sales.

<table>
<thead>
<tr>
<th>Topic</th>
<th>2021</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total electricity consumed (kWh)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Largo, FL</td>
<td>17,079,455</td>
<td>16,158,262</td>
<td>—</td>
</tr>
<tr>
<td>Utica, NY</td>
<td>14,178,101</td>
<td>13,788,891</td>
<td>13,548,758</td>
</tr>
<tr>
<td>Chihuahua, Mexico</td>
<td>8,037,620</td>
<td>7,608,293</td>
<td>7,230,331</td>
</tr>
<tr>
<td>Total</td>
<td>39,295,176</td>
<td>37,555,446</td>
<td>—</td>
</tr>
<tr>
<td>Total electricity intensity (kWh per thousand net sales)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2021</td>
<td>38.88</td>
<td>43.54</td>
<td>—</td>
</tr>
</tbody>
</table>

1Energy use data is not available in 2019.
2Energy use increase in 2021 is due to increase production and personnel, resulting in additional shifts added to the production lines.
3In 2021, CONMED invested in new energy efficient equipment, resulting in energy use decreasing when compared to increased sales.
### Water use

CONMED is increasing its emphasis on understanding our water consumption and resource conservation to manage the overall consumption in our manufacturing operations. In 2021, CONMED was able to reduce total overall water consumption due to our investment in water efficient technology.

<table>
<thead>
<tr>
<th>Topic</th>
<th>2021</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Water usage (cubic meter)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Largo, FL</td>
<td>51,395</td>
<td>60,324</td>
<td>55,165</td>
</tr>
<tr>
<td>Utica, NY</td>
<td>56,878</td>
<td>73,728</td>
<td>70,754</td>
</tr>
<tr>
<td>Chihuahua, Mexico</td>
<td>41,936</td>
<td>39,739</td>
<td>32,651</td>
</tr>
<tr>
<td>Total</td>
<td>150,209</td>
<td>173,791</td>
<td>158,570</td>
</tr>
<tr>
<td>Total water intensity</td>
<td>0.149</td>
<td>0.202</td>
<td>0.166</td>
</tr>
<tr>
<td>(m³ per thousand net sales)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

1. Water use increase in 2020 is due to impact from COVID-19 requirements of increased cleaning cycle and more frequent hand washing. Water use decreased in 2021 due to an investment in water efficient technology with auto water shutoff to control water use after every cycle for metal finishing rinsing processes.
2. Water use increase in 2020 is due to COVID-19 requirements. Water use decreased in 2021 due in part to water systems improvements; such as enhanced steam line maintenance and repairs.
3. Water use has increased from 2019-2021 due to an increase of new production lines.
4. CONMED’s implementation of water efficient technology resulted in an overall reduction in water consumption in 2021.
Waste management

CONMED manufacturing operations has recycling programs such as eScrap, Metal & machine turnings, Cardboard, Plastic, and Paper. We place great emphasis on recycling or reuse of potential hazardous and non-hazardous waste.

<table>
<thead>
<tr>
<th>Topic</th>
<th>2021</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Waste (metric tons)</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hazardous waste</td>
<td>93.63</td>
<td>104.30</td>
<td>125.67</td>
</tr>
<tr>
<td>Biomedical waste</td>
<td>2.91</td>
<td>1.89</td>
<td>3.65</td>
</tr>
<tr>
<td>Industrial non-hazardous waste&lt;sup&gt;1&lt;/sup&gt;</td>
<td>19.98</td>
<td>18.09</td>
<td>20.75</td>
</tr>
<tr>
<td><strong>Recycling (metric tons)</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>eScrap</td>
<td>10.50&lt;sup&gt;2&lt;/sup&gt;</td>
<td>15.98&lt;sup&gt;3&lt;/sup&gt;</td>
<td>9.03&lt;sup&gt;4&lt;/sup&gt;</td>
</tr>
<tr>
<td>Metal &amp; machine turnings&lt;sup&gt;5&lt;/sup&gt;</td>
<td>148.73</td>
<td>92.49</td>
<td>60.30</td>
</tr>
<tr>
<td>Cardboard&lt;sup&gt;6&lt;/sup&gt;</td>
<td>363.36</td>
<td>272.61</td>
<td>291.32</td>
</tr>
<tr>
<td>Plastic&lt;sup&gt;7&lt;/sup&gt;</td>
<td>309.03</td>
<td>261.90</td>
<td>325.22</td>
</tr>
<tr>
<td>Paper (metric tons)&lt;sup&gt;8&lt;/sup&gt;</td>
<td>3.93</td>
<td>6.62</td>
<td>0</td>
</tr>
</tbody>
</table>

<sup>1</sup> The industrial non-hazardous waste from 2019-2021 is for Utica and Largo only.
<sup>2</sup> eScrap recycling data in 2021 for Utica and Largo only.
<sup>3</sup> eScrap recycling data in 2020 for Largo only.
<sup>4</sup> eScrap recycling data in 2019 for Largo and Chihuahua only.
<sup>5</sup> Metal & machine turnings recycling data for Largo and Chihuahua only.
<sup>6</sup> Cardboard recycling data for Largo and Chihuahua only.
<sup>7</sup> Plastic recycling data for Chihuahua only.
<sup>8</sup> Paper recycling data for Chihuahua only.
## Patients

### Patients affordability & pricing

<table>
<thead>
<tr>
<th>Topic</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index</strong></td>
<td>CONMED has decreased prices to customers the last several years. In the 12-months ending in June 2022 the price index on consumer goods rose by 9.1% while medical care commodities, one of the many determinates of the CPI, only increased by 3.2%.</td>
</tr>
</tbody>
</table>

**SASB: HC-MS-240a.1**

| Description of how price information for each product is disclosed to customers or to their agents | U.S. customers default price source is directly tied to group purchasing and integrated delivery network affiliations at the account level. Bid pricing applies at the individual ship to location for customers related to specific business strategy or specific site contract agreement. CONMED sales and marketing has a pricing approval hierarchy to allow for review of pricing; local site pricing agreements are used for individual locations and take into consideration the customer needs and strategy. A standardized customer proposal quotation tool is used globally to allow for pricing look-up, review, and generation of customer quotes. This tool is used by the global sales force to facilitate customer quotes for CONMED products. Confidentiality clauses are used in Group Purchasing Organization, Integrated Delivery Network, Dealer Agreements and Finance Agreement tied to pricing. |

**SASB: HC-MS-240a.2**


## Product safety and quality

<table>
<thead>
<tr>
<th>Topic</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Product safety and quality program</td>
<td>Our products are used around the world every day to diagnose, treat, manage and alleviate health conditions in order to enable patients to live longer and healthier lives. Therefore, our products must be designed and manufactured with the primary consideration of the safety and health of our customers and patients. CONMED will comply with all legal and applicable regulatory standards. All required inspection, testing, and reporting obligations will be completed in an accurate and timely manner. Our quality department is overseen by the Vice President of Quality Assurance and Regulatory Affairs. We are ISO 13485 compliant and are Medical Device Single Audit Program certified. CONMED is committed to maintaining a quality system that provides for safe and effective products and services that meet the needs and requirements of our patients, customers, and company stakeholders.</td>
</tr>
<tr>
<td>Quality audits</td>
<td>CONMED participates in internal, regulatory, and customer quality system audits to ensure compliance of the Quality Management System. In 2021, CONMED successfully completed 34 external audits, 4 customer specific audits, as well as many internal audits across CONMED locations around the globe.</td>
</tr>
<tr>
<td>Number of recalls, issues, total units recalled</td>
<td>CONMED has had zero Class 1 recalls in 2021. SASB: HC-MS-250a.1</td>
</tr>
<tr>
<td>List of products listed in the FDA’s MedWatch Safety Alerts for Human Medical Products database</td>
<td>No safety alerts for CONMED products in 2021. SASB: HC-MS-250a.2</td>
</tr>
</tbody>
</table>
Community engagement
In the U.S., CONMED partners with the United Way, an organization uniquely positioned to serve the greatest needs in the individual communities we serve. We have an annual workplace fundraising campaign, where CONMED team members have the opportunity to contribute financially to the United Way through payroll deductions or one-time gifts. Local CONMED teams also organize fundraising events during the campaign and throughout the year to both raise money for their local United Way and to build awareness of the contributions their local United Way makes in their respective community.

Additionally, CONMED team members volunteer their time and donate resources through United Way organizations local to our U.S. locations. Some examples include:

- United Way of the Mohawk Valley’s Day of Action – Members of our Utica team packed meal kits to be donated to local food pantries. The site also sponsors the Volunteers United platform, a system used to connect volunteers with volunteering opportunities in the community.

- United Way Suncoast’s Day of Action – Members of our Largo team participated in a local park clean up.

- Mile High United Way – Members of our Denver team volunteered their time through the United Way to local organizations including the Food Bank of the Rockies and Denver Parks and Recreation. Team members sorted food donations and prepared orders for local community centers and cleaned and beautified a local park.

- Tri-County United Way – Members of the Advanced Endoscopic Technologies R&D team volunteered at a food pantry, where they assembled new shelving units and helped stock the shelves. Westborough, MA based and remote sales team members also donate items to book, food, and toy drives throughout the year. Marketing team members volunteered their time to help with sorting high volumes of donations received by the local United Way.
In 2021, CONMED also entered a partnership with TEAMFund through a monetary donation. TEAMFund is a 501(C)3, not-for-profit organization with the aim to expand access to affordable, appropriate, and sustainable medical technologies that address unmet health needs in the world’s most resource constrained populations.

In addition to our partnership with the United Way and TEAMFund, CONMED team members around the world engage with their local communities in a multitude of other ways that are meaningful to them. Some examples include:

- **Canada**: CONMED Canada-based team members participated in a fundraiser to support Food Banks Canada. All employee donations were matched by the company to double their impact.

- **Chihuahua, Mexico**: Members of our Chihuahua based team raised monetary funds and collected a variety of items to donate to people in need. Items donated included food, household items, clothing, building materials, toys and more.

- **China**: CONMED team members based in China coordinated efforts, such as a Silent Auction, to raise monetary funds to donate to the Beijing Ganen Foundation and the China Charity Association.

- **Iberia**: Our team based in Spain and Portugal purchased handcrafted paper roses from the special work center of APUNTS, which gives opportunities to people with mental health illnesses. The roses were given to employees to celebrate Saint George’s Day.

- **Utica, NY**: The team sponsors the Greater Utica Chamber of Commerce and participates in the Boilermaker Road Race Corporate Cup Team.
Employees

We believe in the power of engaged talent at CONMED because we know that our people are making a difference for our global customers and their patients every day.

Employee engagement

Measuring our team members’ engagement helps us understand what is working well and where we have opportunities to improve. CONMED utilizes the Gallup Q12 Employee Engagement Survey both to measure engagement across the organization, and to provide a basis for individual team action planning sessions.

In May 2021, 91% of our global workforce participated in the survey, and all team members were invited to participate in subsequent team action planning sessions. During these sessions, survey results are reviewed and discussed. Additionally, the team agree upon action items they can take to improve their engagement and make CONMED an even better place to work. Following these sessions, managers meet with their teams periodically to discuss progress on agreed upon action items. Due to the commitment of our global team members, CONMED’s global engagement average overall score has increased year-over-year.

Employee training

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

Our various business units and functions provide job-specific development and training programs. For example, sales representatives complete training on topics including sales effectiveness, sales foundations, and clinical training related to the respective specialties served.

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.

Talent launch internship program

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

Internship Program highlights include networking opportunities with senior leaders and recent college graduates, feedback and coaching, cross-functional job shadowing sessions, and more. CONMED recruits qualified internship candidates from multiple universities, and partners with student organizations that represents multiple aspects of diversity in their membership.

For more information about our Internship Program, visit our careers site.
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 (IDPs) to facilitate a specific individual's career growth.

Because our managers are the crucial link in our employee's growth and development, in 2021 CONMED launched a global leadership program called Embark. More than 375 leaders around the globe completed this interactive program on-line, which included topics such as diversity of thought, developing strengths and employee relations.

Benefits

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

CONMED also offers comprehensive U.S. retirement savings benefits, including a 401(k) with a generous company match and an Employee Stock Purchase Plan. Available for employees of any age, our Tuition Reimbursement program is in place to support colleagues who are continuing their education in both the undergrad and graduate arenas.

For more information see benefits at CONMED.

Equitable compensation

CONMED is committed to pay equity for all employees. Annually we review our pay equity by role and location by gender globally, and also by ethnic diversity in the U.S. If any pay equity issues are identified that cannot be explained by historical performance, time in role, tenure, or other job-related factors, a plan is put in place to promptly address the inequity.
**Diversity, Equity, and Inclusion**

**CONMED’s diversity statement**

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

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

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

Imagine what we could do together . . .

**Targeted recruitment**

CONMED strives to source diverse slates of candidates for open positions. We are also committed to selecting interviewers with a variety of identities and there are several programs in place at CONMED to support our efforts to recruit and place individuals with diverse identities and backgrounds, including:

- Partnerships with recruitment agencies specialized in supporting military personnel looking to transition into fulfilling civilian careers
- Attendance at career fairs serving transitioning military personnel and their families such as those hosted at MacDill Airforce Base, Fort Drum, and Syracuse University’s Institute for Veterans & Military Families
- Attendance at recruiting events with organizations serving diverse populations such as: Clarkson University Black Leaders Advocate for Change (BLAC) Career Expo, Binghamton University National Society of Black Accountants, University at Buffalo National Society of Black Engineers (NSBE) Upstate Cerebral Palsy and The Arc in the Greater Utica, NY area
- Posting open positions on America’s Job Exchange, which further disseminates our job openings to sources targeting job seekers with disabilities
- DE&I Scholarship co-sponsorship with the Medical Sales College (MSC)
- Strategic partnerships and active involvement with diversity focused national technical societies and local chapters: Society of Women Engineers (SWE) and Society of Asian Scientists & Engineers Conference (SASE)
### Employee health, safety, and wellness

<table>
<thead>
<tr>
<th>Topic</th>
<th>2021</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recordable incident rate*</td>
<td>1.02</td>
<td>1.08</td>
<td>0.75</td>
</tr>
<tr>
<td>Days away/restricted or job transfer (DART) rate*</td>
<td>0.57</td>
<td>0.76</td>
<td>0.31</td>
</tr>
</tbody>
</table>

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

The average DART industry average is 0.9.

*Data is from our principal manufacturing sites, Chihuahua, Mexico, Utica, NY and Largo, FL.

### Workplace health and safety program

Employees are expected to report on key indicators to promote and monitor continuous improvement activities of safety management systems, with safety results an active part of key business performance indicator reviews. Health and safety is an integral part of all CONMED business functions, structures, and geographies, including consideration of contractors. Our focus is not merely on compliance, but continued improvement of the overall health and safety management system.

Employees are expected to take prompt action to identify, correct and/or elevate unsafe conditions/acts. Participation is measured and rewarded throughout the organization. Initiatives are developed and maintained to drive engagement including safety committees, hazard identification/reporting, suggestions, drills, surveys, and communications.
Business ethics

Business ethics program
At CONMED, we aren’t just focused on getting the job done but also on how we achieve results. Our [Code of Business Conduct and Ethics](#) serves as the foundation for how we conduct business – ethically and in compliance with applicable laws and regulations. The Code not only outlines the rules we have committed to follow, but also the principles and fundamental values that form the basis of how we operate and make decisions. We are committed to an environment where open, honest communication is expected and encouraged. We want all CONMED employees to feel comfortable approaching their supervisor or management when they have compliance-related questions or in instances where they believe violations of policies or standards have occurred. All employees are trained annually on ethics and compliance, including the Code of Business Conduct. Management certifies the code on an annual basis.

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

Our Compliance Program is administered by a dedicated Compliance Director and overseen by our Corporate Compliance Committee, which is comprised of key executive leaders including CONMED’s Chair of the Board, President, and Chief Executive Officer, as well as the Compliance Director & General Counsel. 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 has regular reporting from our Compliance Officer.

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

Additional information can be found [here](#).
### Human rights policies

**CONMED Corporate Human Rights and Labor Standards Policy**

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

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

| Description of code of ethics governing interactions with health care 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 Health Care Professionals. Our goal in developing the Health Care Compliance Program is to ensure that our collaborative relationships do more than merely comply with applicable laws, regulations and government guidance—we aim to meet the highest ethical standards and achieve appropriate transparency so as to surpass the minimum standards of compliance. In support of our Code and in alignment with the [AdvaMed Code of Ethics](#), our [Healthcare Compliance Program](#) outlines key standards related to our operations as a healthcare company. |
| SASB: HC-MS-510a.2 |
### Ethical marketing

<table>
<thead>
<tr>
<th>Topic</th>
<th>None</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total amount of monetary losses as a result of legal proceedings associated with false marketing claims</td>
<td>None</td>
</tr>
<tr>
<td>SASB: HC-MS-270a.1</td>
<td>None</td>
</tr>
</tbody>
</table>

**Description of code of ethics governing promotion of off-label use of products**

CONMED recognizes that ensuring access to truthful and non-misleading information relating to its products is critical to Health Care Professionals’ ability to exercise medical judgment, to provide high-quality care, and to safely use available Medical Technology. Health Care Professionals may use a product for any use that they determine is in the best medical interests of their patients. This includes uses that are contained in CONMED’s product labeling or otherwise consistent with such labeling, but it could also include uses that are not approved or cleared (i.e. “off-label” uses). As recognized under U.S. law and by the FDA, off-label use of these medical devices can be an important part of medical practice and may even constitute a medically recognized standard of care. CONMED has developed policies and controls that incorporate principles of applicable law and guidance relative to communications about its medical devices.
# Supply chain management / product safety & quality

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| Vendor code of conduct                                                | **CONMED Supplier Handbook**  
CONMED performs audits on suppliers to ensure compliance with our policies and handbook.                                                                                                                 |
| Percentage of entity’s facilities and Tier I suppliers’ facilities participating in third-party audit programs for manufacturing and product quality | All CONMED suppliers agree to permit audits, when necessary, either by CONMED personnel, or by third party which is typically BSI (CONMED’s Notified Body). Details are outlined in CONMED Supplier Quality Agreement. |
| SASB: HC-MS-430a.1                                                    |                                                                                                                                                                                                             |
| Certification program for suppliers                                  | CONMED seeks out supply partners that are certified to industry quality standards including cGMP, ISO 13485, and/or ISO 9001.                                                                                   |
|                                                                       | In unusual circumstances of an absent third-party certification (eg. ISO 9001 / 13485), depending on the product, its application, value, and criticality, the CONMED Supplier Quality representative performs a risk analysis and may authorize the acceptance of other evidence of compliance. This may include second party (CONMED) audit or first-party (self) assessment to the applicable criteria above, or to a set of alternative basic quality requirements. |
| Description of efforts to maintain traceability within the distribution chain | CONMED has an Enterprise- Resource Planning (ERP) system, which is used by multiple functions in the organization. The software and hardware is maintained by CONMED’s IT (Information Technology) group. The ERP system enables traceability through the distribution chain by storing lot and serial numbers for products, in addition to expiration data. |
| SASB: HC-MS-430a.2                                                    |                                                                                                                                                                                                             |
| Description of the management of risks associated with the use of critical materials | See our [Conflict Minerals Policy](#).                                                                                                                                                                     |
Corporate Governance
(as of June 2022)

% of Independent Directors
89%

Gender Diversity
33%

Ethnic/Racial Diversity
11%

Average Age
60.89 Years

Average Tenure
6.56 Years

Stock Ownership Guidelines for Executive Officers and Directors

Independent Lead Director

100% Independent Standing Board Committee

Committee Chair Rotation every 5 years

Annual Director Elections

Majority Vote for Directors (plurality for contested elections)

Annual Board and Committee Self-Evaluation

Director Term Limit

Shareholder Right to Call Special Meetings

Shareholder Right to Act by Written Consent

One-Share, One-Vote

50% vote standard for bylaw and charter amendments