

Integra LifeSciences Global Modern Slavery and Human Trafficking Transparency Statement for the Financial Year Ending on December 31, 2025

Introduction

At Integra LifeSciences ("Integra"), our work matters. We are driven by a purpose to restore patients' lives and a mission to innovate treatment pathways that advance patient outcomes and set new standards of care. We recognize that our responsibility extends beyond the operating room to the global communities where we operate and source our materials. Integra has zero tolerance for any form of modern slavery, forced labor, or child labor within our operations or our supply chain.

This statement is made pursuant to the reporting requirements of the United Kingdom *Modern Slavery Act 2015*, the Australian *Modern Slavery Act 2018*, and the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act*. It describes the steps Integra has taken during the financial year ending December 31, 2025, to identify, assess, and mitigate the risks of modern slavery and human trafficking in our business and supply chains.

This statement was developed in consultation with representatives from ESG, Procurement, and the Office of the Chief Legal Officer across all applicable regions, informed by our Global Code of Conduct and Environmental, Social, and Governance (ESG) Report. It provides information required for these disclosures and provides guidance to other stakeholders of Integra LifeSciences Corporation, its subsidiaries, and affiliates.

Unless otherwise specified, references to "Integra," "the Company," "we," or "our" refer to Integra LifeSciences Corporation and its global subsidiaries, including Integra Neurosciences Limited (UK), Integra LifeSciences (Ireland) Limited, Integra Neurosciences Pty Ltd. (AUS), and Integra Canada ULC.

Structure, Operations, and Supply Chains

1. Our Organization and Structure

Integra is a global leader in regenerative technologies and neurosurgical solutions. Headquartered in Princeton, New Jersey, Integra is a publicly traded corporation.

Our market-leading brands are sold in over 120 countries. We employ approximately 4,500 colleagues worldwide and operate primarily through two divisions: Codman Specialty Surgical and Tissue Technologies.

2. Operations and Activities

Our activities include the research, development, manufacture, and distribution of medical devices and regenerative implants. We operate manufacturing facilities, cleanrooms, and

distribution centers globally, supported by professional functions in quality, sales, and clinical research.

3. Supply Chain Overview

Integra manages a diverse global supply chain essential to our product quality and patient safety. We categorize our suppliers into five distinct groups to ensure appropriate oversight:

- **Finished Device (FD) Suppliers:** Organizations providing finished medical devices or device-related services.
- **Direct Material (DM) Suppliers:** Providers of components directly incorporated into finished devices, such as metals, ceramics, and silicone.
- **API and Animal/Human Derived (A/H) Suppliers:** Specialized providers of active pharmaceutical ingredients and tissues (e.g., bovine tendon or human tissue).
- **Indirect Material/Service Suppliers:** Providers of non-incorporated materials or services such as calibration and transportation.
- **Integra Sites:** Sister sites providing materials or services within the corporate structure.

Policies in Relation to Modern Slavery

1. Code of Conduct

All employees must follow our Code of Conduct, which is the foundation for how we behave at Integra.

- **Human Rights:** We have zero tolerance for human trafficking, slavery, or child labor in any part of our business or supply chain.
- **Fair Labor:** We are committed to providing safe working conditions, compensating employees fairly, and supporting the freedom of workers to associate and bargain collectively.

2. Code of Conduct for Business Partners

This Code sets minimum expectations for all individuals and organizations that are suppliers to or third-party intermediaries for Integra.

- **Legal Compliance:** Partners must comply with all applicable laws, rules, and regulations in the countries where they operate.
- **Labor Standards:** Business partners must maintain a workplace free from discrimination and harassment and must not require employees to exceed maximum legal work hours.
- **Sub-tier Control:** Partners shall make reasonable efforts among their own customers, suppliers, and third-party intermediaries to comply with this Code.

3. Global Supplier Quality Expectations Manual

This manual establishes that Integra's values of integrity and excellence must flow through our entire supply chain. It requires suppliers to remain responsible for all acts or omissions of their sub-tier suppliers.

Risk Assessment and Management

1. Governance and Oversight

The Chief Compliance Officer oversees compliance with all applicable laws and related Integra policies. The Compliance Committee is responsible for implementing the Global Compliance Program and reporting material matters to the Audit Committee of the Board of Directors.

2. Geographic and Sector Risk

As part of our routine risk-management process, Integra has identified suppliers in high-risk countries where exploitative child labor or forced labor practices have a greater potential of occurring. We focus on reinforcing our position with these suppliers to ensure their practices align with our Business Partner Code of Conduct.

Due Diligence Processes

1. Qualification and Onboarding

Before approval, suppliers undergo a qualification process.

- **Quality Agreements:** Executed to outline specific responsibilities.
- **Self-Assessments:** Completion of evaluations to assess internal management systems.
- **Due Diligence Questionnaires:** Required for specific business partners to provide accurate information regarding anti-corruption and labor practices to the Compliance Department.

2. Auditing Program

Integra conducts regular audits to evaluate compliance with quality and regulatory requirements.

- **Frequency:** Critical suppliers (CL1/CL2) are typically subject to on-site audits every 2 to 3 years, while lower-risk suppliers may undergo desktop audits every 3 to 5 years.
- **Scope:** Audits include review of standard operating procedures, process observations, and employee interviews.
- **Qualified Auditors:** Audits are performed by personnel who have completed ISO 13485 Lead Auditor training.

Remediation and Grievance Mechanisms

1. Remediation Actions

If a supplier fails to meet Integra's standards, we initiate the Supplier Monitoring Process. Actions include:

- Issuance of Supplier Corrective Action Requests (SCARs) requiring root cause analysis and remediation.
- Increased incoming inspections and on-site meetings to resolve non-conformances.
- Removal of the supplier from the Approved Supplier List for serious or unaddressed issues.

2. Reporting Grievances (Integra Ethics Hotline)

We provide multiple channels for reporting concerns without fear of retaliation. The Integra Ethics Hotline complies with, among others, audit and control obligations set forth by the Sarbanes-Oxley Act and the Whistleblowing EU Directive. Where allowed by law, the hotline also provides for reporting of compliance issues relating to quality, regulatory, sales, marketing, human resources, legal, and other matters.

- **Integra Ethics Hotline:** www.integralife.com/ethicspoint
- **Toll-free Number:** 1-888-2769-6256

Training and Awareness

To ensure our commitment to human rights is understood, we provide ongoing education.

- **Employee Training:** Annual training on the Global Code of Conduct includes sections on human rights and speaking up.
- **Specialized Training:** Procurement and Quality teams are trained on global standard operating procedures (GSOPs) to ensure rigorous evaluation of supplier labor practices.
- **Business Partner Training:** Specific partners may be required to complete training on anti-corruption principles as part of the qualification process.

Assessing Effectiveness

Integra monitors the effectiveness of our programs through quarterly Supplier Monitoring Process meetings with a cross-functional team. Effectiveness is measured through a review of Key Performance Indicators (KPIs).

- Timely issuance and closure of SCARs.
- Monitoring of Corrective and Preventive Actions (CAPA) initiated.
- Tracking of significant regulatory actions taken against suppliers by health authorities.
- Review of confirmed supplier-caused complaints.



This Global Modern Slavery and Human Trafficking Transparency Statement has been reviewed and approved by the Board of Directors of Integra LifeSciences Corporation.

Signed:

A handwritten signature in black ink that reads "Stuart Essig". The signature is written in a cursive, flowing style.

Stuart M. Essig, Ph.D.
President and Chief Executive Officer
Integra LifeSciences Corporation
May 21, 2026

Appendix A: Index for Australian Modern Slavery Act 2018

Criterion #	Mandatory Criteria	Location in Statement
1	Identify the reporting entity.	Page 1: Our Organization and Structure
2	Describe the reporting entity's structure, operations, and supply chains.	Page 1: Structure, Operations, and Supply Chains
3	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls.	Page 3: Geographic and Sector Risk
4	Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes.	Pages 3-4: Due Diligence Processes; Remediation and Grievance Mechanisms
5	Describe how the reporting entity assesses the effectiveness of these actions.	Page 4: Assessing Effectiveness
6	Describe the process of consultation with any entities that the reporting entity owns or controls.	Page 1: Introduction
7	Any other information that the reporting entity, or the entity giving the statement, considers relevant.	

Appendix B: Index for UK Modern Slavery Act 2015

Requirement #	Requirement Description	Location in Statement
1	Structure, business, and supply chains.	Page 1: Structure, Operations, and Supply Chains
2	Policies in relation to slavery and human trafficking.	Page 2: Policies in Relation to Modern Slavery
3	Due diligence processes.	Page 3: Due Diligence Processes
4	Risk assessment and management.	Page 3: Risk Assessment and Management
5	Effectiveness and performance indicators.	Page 4: Assessing Effectiveness
6	Training and capacity building.	Page 4: Training and Awareness

Appendix C: Index for Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act

Criterion #	Mandatory Criteria	Location in Statement
1	Steps taken to prevent and reduce risks (subsection 11(1)).	Pages 3-4: Due Diligence Processes; Remediation and Grievance Mechanisms
	Supplementary information addressing requirements in subsection 11(3):	Page 1: Our Organization and Structure
2	(a) Structure, activities, and supply chains.	Page 1: Structure, Operations, and Supply Chains
3	(b) Policies and due diligence processes.	Pages 2-3: Policies in Relation to Modern Slavery; Due Diligence Processes
4	(c) Risks and management steps.	Page 3: Risk Assessment and Management
5	(d) Remediation measures.	Page 4: Remediation Actions
6	(e) Remediation for loss of income.	Page 4: Remediation Actions
7	(f) Training provided to employees.	Page 4: Training and Awareness
8	(g) Assessment of effectiveness.	Page 4: Assessing Effectiveness