



*Committed to improving the health
of patients and the planet*

2021 ENVIRONMENTAL, SOCIAL &
GOVERNANCE (ESG) REPORT



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Introduction

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MESSAGE FROM OUR CEO

Dear Stakeholders,

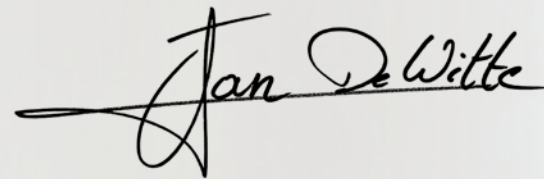
At Integra LifeSciences, making a positive difference in patients' lives is not only our mission, it is our responsibility. Every day, Integra colleagues deliver lifesaving and life-enhancing products and technologies for millions of people around the world. While we are bound by this responsibility, our commitment extends beyond the walls of operating rooms and clinician offices.

We have had a deep-rooted history of environmental, social, and governance (ESG) values and mindset, entrenched in our DNA and supportive of our mission. Our company purpose and values have long guided our global sustainability priorities—improving our environment, maintaining the health and safety of our colleagues, building a more diverse and inclusive workplace, sharing our time and talents with the communities in which we work and live, and complying with applicable laws and regulations while meeting the highest ethical standards.

I am thrilled to be sharing our first ESG report. Throughout my leadership career, I have always been passionate about shaping sustainable organizations because it not only makes business sense, but it is also the right thing to do. Joining Integra, I felt a strong affinity with the company's values—integrity, our people, decisiveness, excellence, teamwork and embracing change—values that are part of my core beliefs and how I try to live and operate.

Our ESG strategy is simple. We focus on a core set of areas that span across our business to enable Integra to meet or exceed our responsibilities to our colleagues, customers, and the communities in which we operate, while also creating long-term value for our shareholders. We will report on these important matters in a manner that is transparent and meaningful, and we remain committed to setting and achieving goals that will improve over time. We will actively engage with stakeholders to ensure we're focusing on the right priorities and driving the progress they expect.

As our company grows, we will stay focused on our path to fulfilling Integra's vision—to be one of the most admired global healthcare technology companies—committed to becoming better and smarter in delivering breakthrough outcomes for patients and surgeons while strengthening our commitment to the greater good.



Jan De Witte
President and CEO





Integra LifeSciences (Integra) was founded in 1989 based on a vision to expand access to promising technology that enables the body to regenerate damaged or diseased tissue. Grounded on this vision, the company revolutionized the field of regenerative medicine and has since grown to be a leading global provider of neurosurgical solutions, regenerative technologies, and surgical instrumentation. Integra now has a broad portfolio of products and solutions used for the management of multiple disease states, including brain tumors, traumatic brain injury, hydrocephalus, hemorrhagic stroke and other neurological conditions. Our regenerative tissue technologies include products that address soft tissue, peripheral nerve and tendon repairs and are used for the treatment of acute and chronic wounds, burns, as well as for plastic and reconstructive surgery.

Our Mission

To do well for shareholders, employees and the communities we serve, while making a positive difference in the life of every patient and healthcare professional who encounters an Integra product, service or employee.

Our Vision

To become one of the most admired medical technology companies—the worldwide leader in neurosurgery and reconstructive surgery, with a portfolio of top share position businesses that delivers an industry-leading customer experience through a culture of innovation, execution, and teamwork.

Our Promise

- Making everything our customers touch and do as simple as possible.
- Simplifying procedures and products to eliminate unnecessary steps, recognizing that time is our customers' scarcest resource.
- Involving surgeons in creating better products and procedures because we believe surgery is a blend of art and science.
- Having the best-trained professionals dedicated to anticipating the needs of the busiest surgeons.
- Delivering our products when and where our customers need them, every time.
- Quickly replacing or repairing products because minutes matter.

Our Values

INTEGRITY

Always doing the right thing

OUR PEOPLE

Recognizing our colleagues are our greatest asset

EXCELLENCE

Unwavering commitment to our customers, patients, and colleagues

EMBRACING CHANGE

Leading and accepting change to achieve Integra's vision

DECISIVENESS

Confidence to make good decisions and drive action

TEAMWORK

Achieving far more by working together

About this Report

Guided by our six core values, Integra empowers healthcare providers by providing the tools they need to limit uncertainty and improve patient outcomes across the globe. We are equally committed to doing our part to promote the health and well-being of our planet.

Our inaugural ESG report is both a recognition of our sustainability journey to date and an introduction of our future roadmap, informed by the priorities and concerns of our stakeholders. We have structured this report to align our ESG priorities with our six core values.

Integra's material ESG topics are consistent with leading reporting frameworks and standards, including the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB). While this report is not intended to meet all the requirements of the GRI and SASB standard, reference numbers for disclosures have been included in the GRI and SASB indexes at the end of this report where full or partial information has been provided. Unless otherwise stated, all performance reporting covers fiscal year 2021 (FY21), from January 1 to December 31, 2021. In some instances, reported data may be estimated or rounded. All financial information is reported in U.S. dollars.

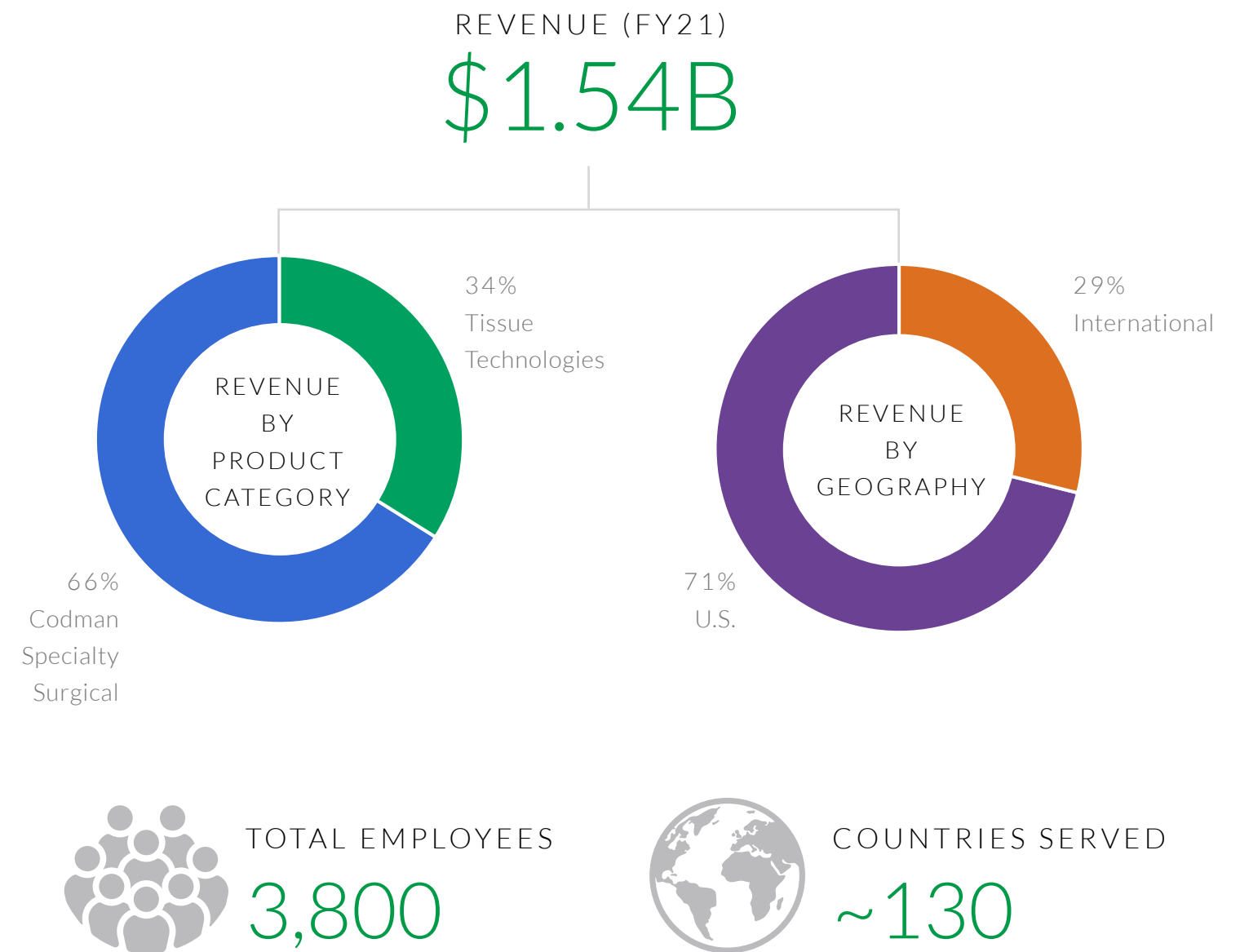
Our goal is to provide a comprehensive and transparent report covering all entities of Integra LifeSciences Holdings Corporation. We are committed to improving processes for data collection and key performance indicator tracking over time and will take steps to improve the completeness and accuracy of our reporting year over year.

Our Business and Brands

Integra LifeSciences is a world leader in medical technology with headquarters in Princeton, New Jersey. We have administrative and commercial offices and manufacturing and research facilities in Asia, Australia, Europe, and the Americas. Integra manufactures and sells medical technologies and products in two reportable business segments: Codman Specialty Surgical and Tissue Technologies.

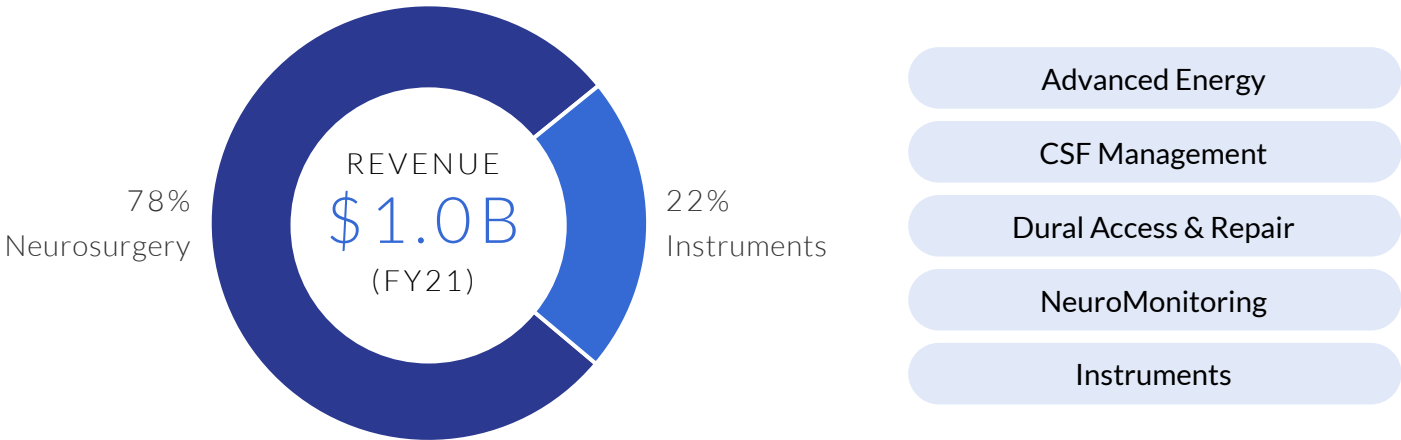
The Codman Specialty Surgical business, which represents two-thirds of our total revenue, consists of market-leading technologies and instrumentation used for a wide range of specialties, such as neurosurgery, neurocritical care and otolaryngology. We are the world leader in neurosurgery and a top three player in instruments used in precision, specialty, and general surgical procedures. Our Tissue Technologies business focuses on three main areas: complex wound surgery, surgical reconstruction, and peripheral nerve repair.

Integra products are ubiquitous in hospital intensive care units and operating rooms around the world. Some of our high-quality leading brands include AmnioExcel®, Aurora®, Bactiseal®, BioD™, CerebroFlo®, CereLink® Certas® Plus, Codman®, CUSA®, Cytal®, DuraGen®, DuraSeal®, Gentrix®, ICP Express®, Integra®, Licox®, MAYFIELD®, MediHoney®, MicroFrance®, MicroMatrix®, NeuraGen®, NeuraWrap™, PriMatrix®, SurgiMend®, TCC-EZ® and VersaTru® and are available through a combination of directly employed sales representatives, distributors and wholesalers.





CODMAN SPECIALTY SURGICAL AT A GLANCE



14
MARKET LEADING
BRANDS

62%/38%
U.S./INTERNATIONAL
SALES

3%
BLENDED MARKET
GROWTH

LEADING BRANDS:

DuraGen® / DuraSeal® • CUSA® • MAYFIELD® • Certas® Plus
Bactiseal® • ICP Express® • ISOCOOL® • Integra® Duo

Many More Birthdays to Come



Anjolie

Anjolie De La Rosa, a happy, carefree teenager, was experiencing neck stiffness and tension. Her doctors prescribed different medications that helped ease her symptoms and allowed her to enjoy her life with family and friends.

Only weeks after celebrating her quinceañera, the 15-year-old suffered a severe seizure and found herself unable to speak or move. A CAT scan revealed a tumor the size of an orange was growing between the left and right frontal lobes of her brain. Anjolie was immediately sent to St. Joseph's Children's Hospital in Tampa, Fla., where pediatric neurosurgeon Dr. Abilash Haridas and his team created a surgical and care plan tailored specifically for her.

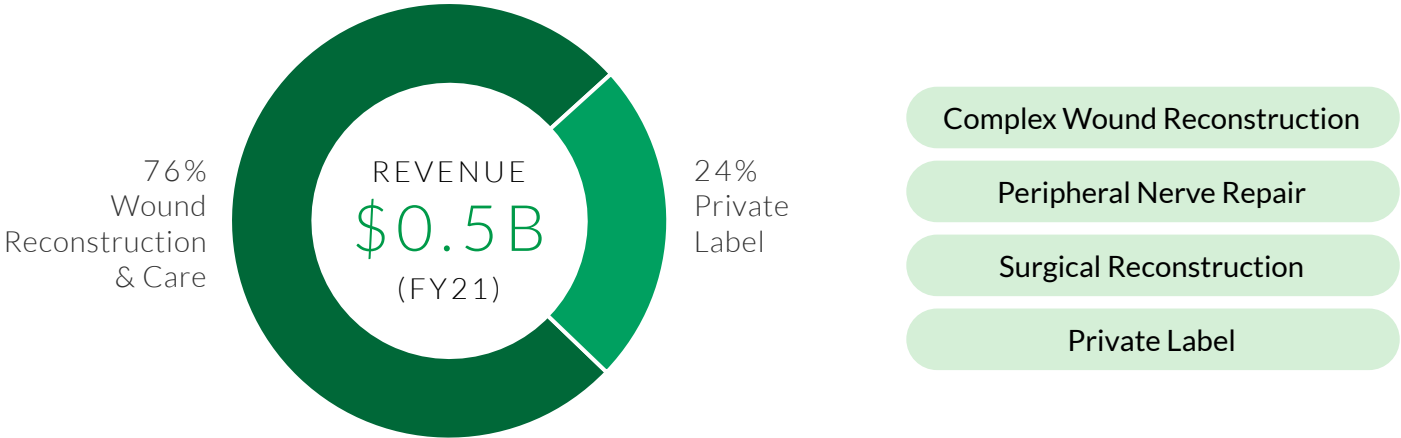
The tumor's large size and tough tissue made the removal more complex. With an ability to remove fibrous tissue quickly and safely, Integra's CUSA® Clarity ultrasonic tissue ablation system was a perfect solution. The power and precision of CUSA® Clarity removes tough tissue 160% faster than the leading competitor.*

After two surgeries totaling over 14 hours of operating time, the tumor was successfully removed in its entirety and was found to be benign. While her recovery was slow in the beginning, Anjolie was determined to regain her independence and return to participating in the activities she loved. Six weeks after the tumor removal, she was walking, talking, and back in school with her classmates.

With her family by her side, Anjolie has celebrated three birthdays since her surgery. She graduated from high school in 2022 and started working at a local amusement park. "I am so thankful for everything I've been able to experience since my recovery," Anjolie said.

*On average, with Power Handpiece and Tough Tissue Tip, compared with leading competitor's similar handpiece and tip.

TISSUE TECHNOLOGIES AT A GLANCE



4

UNIQUE TECHNOLOGY PLATFORMS

88%/12%

U.S./INTERNATIONAL SALES

8%

BLENDED MARKET GROWTH

LEADING BRANDS:

Integra® • PriMatrix® • SurgiMend® • AminoExcel® Plus
BioDFence® G3 • MicroMatrix® • Gentrix® • Cytal®
NeuraGen® • NeuraWrap™ • MediHoney® • TCC-EZ®



From Tragedy to Triumph



Jalen

One weekend in 2016, 20-year-old Army National Guardsman Jalen Richardson and his buddies were heading toward downtown Atlanta on their motorcycles. As they exited the roadway, another motorcycle careened toward Jalen, hitting him and rupturing his gas tank. With gasoline leaking onto the road and onto Jalen, the tank burst into flames. Jalen, still conscious, was rushed to Emory University's Grady Memorial Hospital Marcus Trauma Center in Atlanta, Ga. What Jalen first thought was a minor mishap needing only adhesive bandages turned out to be far worse than he imagined. Two months later, Jalen woke from a coma with his left forearm amputated and his body covered in burns.

Vital to Jalen's recovery was the care of Dr. Juvonda Hodge, assistant medical director at the Grady Memorial Hospital Burn Center. Dr. Hodge pushed Jalen toward recovery, even during Jalen's darkest moments, when he wanted to give up. As part of Jalen's treatment, Dr. Hodge used Integra® Dermal Regeneration Template, which consists of two layers: a thin silicone film to protect the wound from infection and to control both heat and moisture loss, and a second, porous inner layer to act as a

scaffold for regenerating dermal skin cells. Once dermal skin has regenerated, the silicone outer layer is removed and replaced with a thin epidermal skin graft.

"You have to have a good foundation is what I always say," Dr. Hodge explains. "Integra gives you a great foundation to start grafting on top of that." Now, years after Jalen's accident, Dr. Hodge is impressed with Jalen's lack of hypertrophic scars and the suppleness of Jalen's new skin.

Jalen is now back with his unit of the Georgia National Guard. "I am so grateful for the role Integra played in the rejuvenation of my skin," recalls Jalen, who continues to live life to the fullest.

OUR STRATEGY FOR LONG-TERM GROWTH

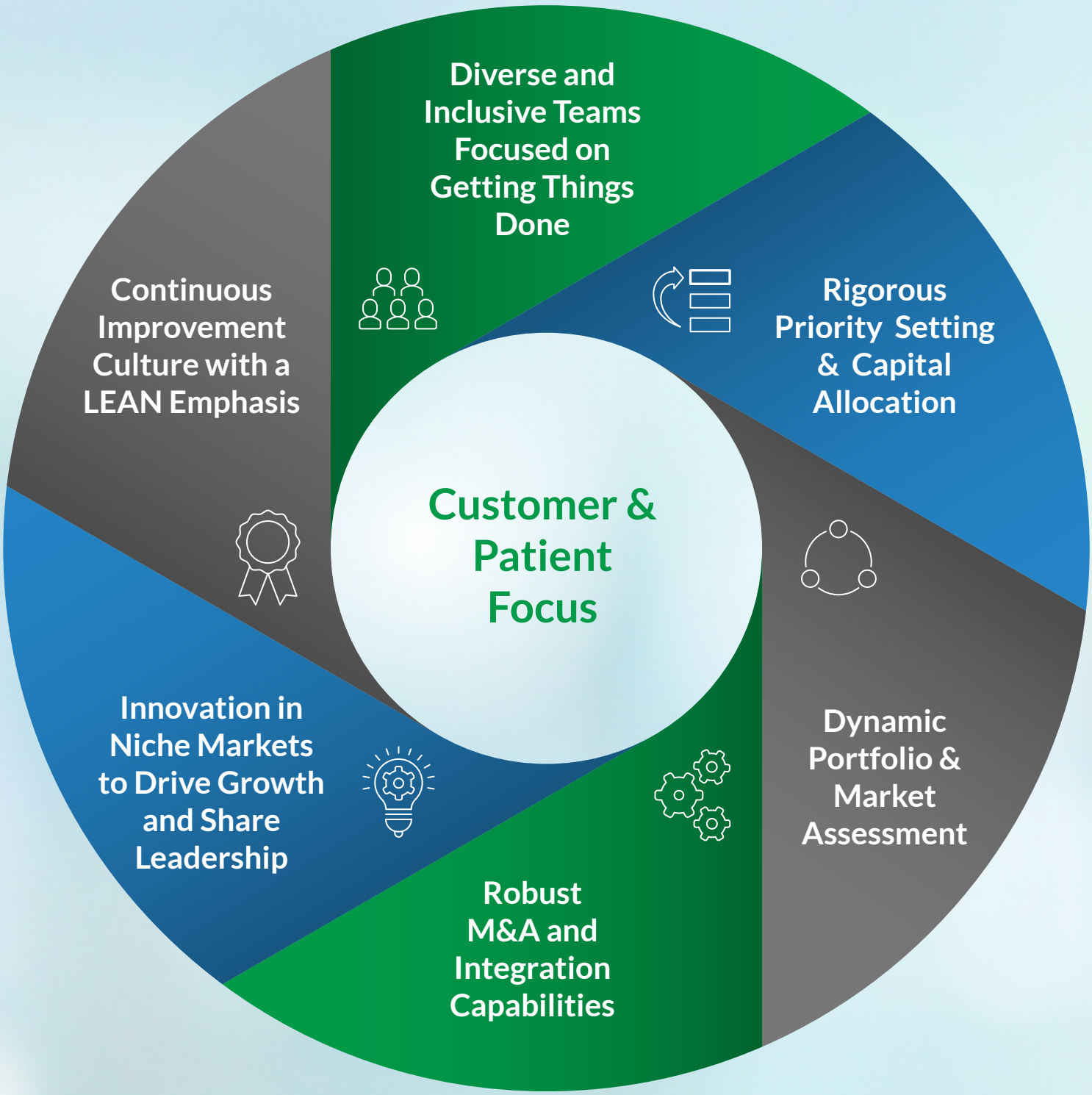
Our strategic roadmap follows from our mission and vision and is comprised of four pillars: 1) enabling an execution-focused culture, 2) optimizing relevant scale, 3) advancing innovation and agility, and 4) leading in customer experience. These pillars reflect our commitment to stakeholders to: create a portfolio of solutions that improve patient outcomes and is relevant in the eyes of our customers; continuously innovate and move faster than our competitors; and provide a best-in-class experience to health care providers and their patients. We do the right thing, the first time. We believe that focus in these areas will lead to long-term differentiation and success.



THE INTEGRA OPERATING MODEL

We bring our strategy to life through the Integra operating model. Our operating model provides a clear guide for our organization – a framework to enable alignment between different functions and divisions about how we will work together to the benefit the whole enterprise.

Our ESG strategy, our quality management system and product innovation cycle are examples of processes that have evolved from our operating model’s emphasis on continuous improvement and consistent execution.



2021 Awards and Recognition

We are proud to be recognized as a leader in the healthcare and medical device industry, for being a leader in diversity & inclusion, and for being responsible corporate citizens.



Integra named one of Top 100 Healthcare Technology Companies of 2021 by The Healthcare Technology Report



Integra named to Comparably's 2021 Best Company for Diversity List



Integra named 2021 MedTech's 100 Largest Players List by Medical Design & Outsourcing



Integra DUO LED Surgical Headlight Certified by United States Ergonomics



Integra Board Member Shaundra Clay named to Savoy Magazine's Most Influential Black Corporate Directors for 2021



Integra CFO Carrie Anderson named 2021 Top 25 Women Leaders in Medical Devices by The Healthcare Technology Report



Integra's Ruth Fleming, VP Global Marketing received 2021 Healthcare Businesswomen's Association (HBA)

Pandemic Response

Throughout the COVID-19 pandemic, our colleagues across all units of our business demonstrated unwavering resilience in the face of this enormous global challenge, keeping each other safe while meeting our commitments to surgeons and patients.

Over the last two years, the rapid and evolving spread of the coronavirus and subsequent variants has resulted in unprecedented challenges to the global healthcare industry. With added strain to healthcare professionals responding to COVID-19 and hospital resource constraints across the globe, we worked to do our part to ensure the continued supply of our life-saving products to our customers for their patients.

At the start of the pandemic in early 2020, the Integra executive leadership team, working alongside an internal crisis management team, swiftly designed and implemented protocols to maintain continuity of our manufacturing and distribution sites around the world while ensuring the safety of our colleagues. As the pandemic evolved, we sustained our crisis management efforts and updated our policies as necessary to prioritize the health and safety of our workforce. New processes were developed for our essential colleagues such as masking, sanitizing, social distancing, entry protocols, daily health checks, and contact tracing.

Throughout the pandemic, each of our plants has remained open, as have our product development and service and repair sites. New ways to work were developed, including staggered shifts and isolating teams. We took measures to protect our 800 field representatives, many of whom were required to visit medical institutions.

“*I appreciate the honesty, transparency, and the level of communication from leadership during these challenging, uncertain times. I am proud of how Integra has handled itself throughout the pandemic.*”

INTEGRA COLLEAGUE





Systems were put in place to fulfill ongoing personal protective equipment requirements for colleagues, including mask fitting, testing and training, and to conduct essential COVID-19 testing. During the height of the pandemic in 2020, we transitioned most of our non-manufacturing colleagues to a virtual environment.

As the situation improved over the course of 2021, we adapted and adjusted our policies according to local governmental regulations and guidance from leading public health institutions. In the latter half of 2021, we developed a return-to-workplace protocol to enable those who had been working virtually to safely begin to return to the office. Today, office-based colleagues work in a hybrid environment, which we anticipate will continue for the foreseeable future.

During the pandemic, our vendor partners provided additional benefits to our colleagues in the form of workshops for working parents on how to navigate new work/life balance challenges, academic support for parents of school age children, and resources for colleagues on how to address mental health challenges due to the pandemic.



ESG Strategy and Roadmap

Integra has a long history of commitment to environmental, social and governance concerns and values. Over the years, we have been steadfast in delivering lifesaving and innovative technologies to healthcare providers to improve the quality of life for patients and caregivers, while maintaining our stewardship of the planet and the communities we serve.

We view our ESG strategy as an extension of our company strategy, driving our success and the positive impact we strive to make in the lives of every patient and healthcare professional who encounter an Integra product, service or employee.

Simply put, doing the right thing for our colleagues, customers, investors, and communities is entrenched in our DNA.

In 2021, we took major steps towards formalizing Integra's ESG strategy so that our intentions, actions, and accomplishments can be shared with our stakeholders. We reflected on how we can best measure and regularly report on our progress, while planning future ESG efforts to drive sustainable growth in important areas of our business.

To ensure alignment with our stakeholders and to position our business for impact, we completed a robust ESG strategic development process informed by and aligned with our enterprise values.



ENGAGING WITH OUR STAKEHOLDERS

Our strategic development process began with an identification of key ESG frameworks and an understanding of the material issues critical to our industry and our company. Material issues are the economic, environmental, and social risks that could affect our operating performance, the financial condition of our business, our reputation, and ability to create value for stakeholders.

We engaged colleagues, customers, suppliers, and investors through interviews and surveys to gather input and insights into the most critical ESG-related issues and opportunities driving Integra’s long-term performance.

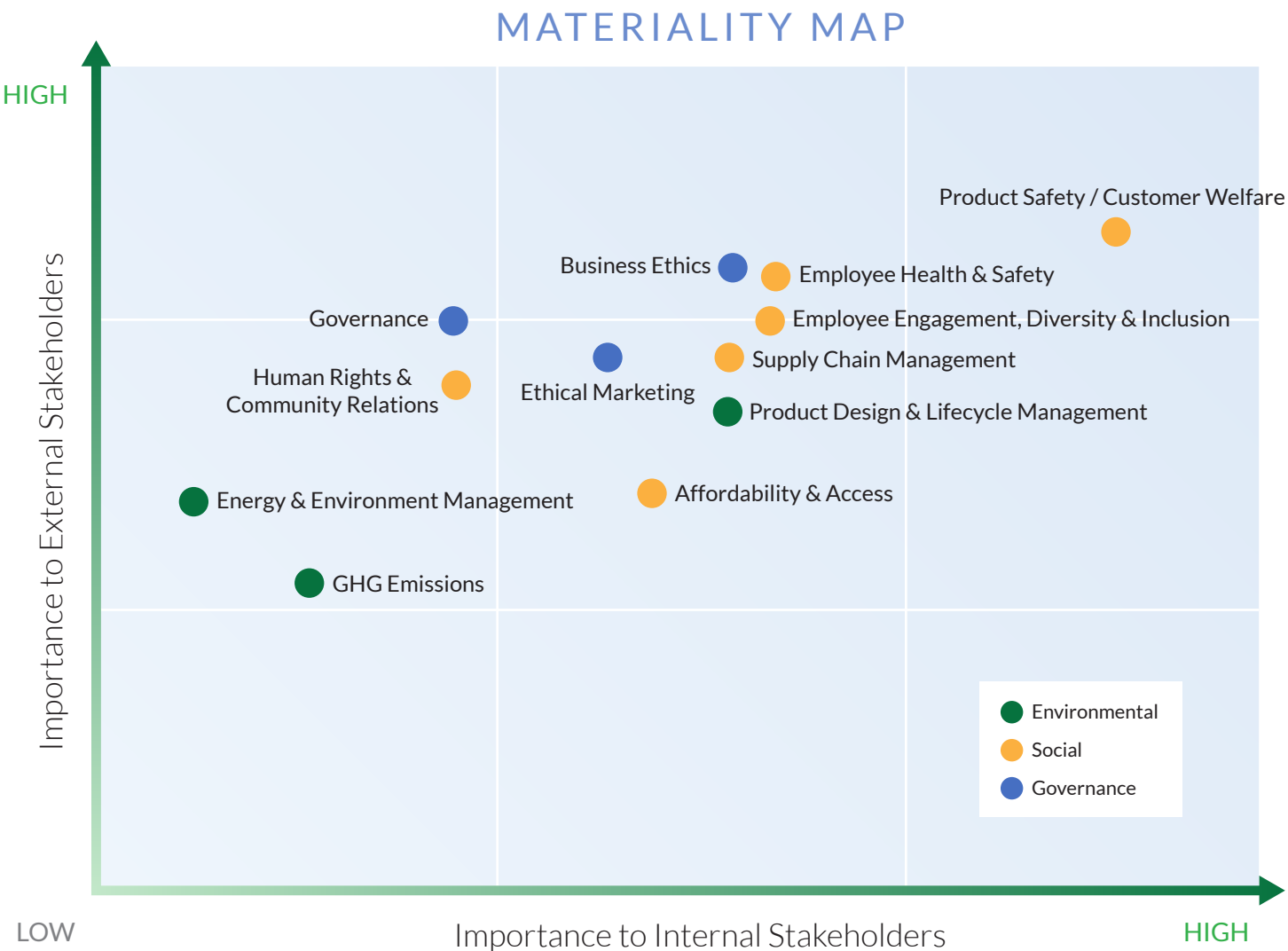
Through this comprehensive process, we established a set of 12 material ESG priorities for Integra and ranked these based on the feedback from both our internal and external stakeholders. Our materiality map illustrates our alignment on priorities with our external stakeholders, with product safety, customer well-being, and employee health and safety paramount to Integra’s long-term success and continued positive global impact.

“Quality begins with all of us at every stage of the process. Our patients and customers deserve nothing less than top quality at every level and from every angle. We have high expectations of our suppliers in this regard as they are also accountable and key in ensuring safe and quality products for our patients around the world. Trust, respect, sustained business and growth potential.”

CUSTOMER

“Governance has been around a long time. Longer than the E or the S—and firms, such as IART, should have sound governing practices. IART demonstrates good governance—shareholders and customers can see that and have grown because of it.”

INVESTOR



“Today the market requires that both our suppliers and the suppliers of our suppliers comply with all the general sustainability requirements to ensure product quality and that they have good practices with employees.”

SUPPLIER

INTEGRA'S ESG ROADMAP

Our assessment illuminated areas we are already successfully addressing and areas where we still have work to do. Following an in-depth analysis of each topic, we have developed near- and long-term goals for the future and will be measuring and reporting our progress against those goals in the coming years.



In our first year of formal ESG assessment and reporting, our focus has been engaging internal and external stakeholders to identify and prioritize ESG issues that are high impact, strategic priorities. We put tremendous effort into understanding our current state and developing a clear path forward to drive sustainable growth. This year we disclosed our achievements to date, educated our executive leadership team and board of directors on our ESG priorities and how ESG will continue to be integrated into our strategic business planning, and defined the next steps in our sustainability journey.

YEAR 1 SPOTLIGHT

- Engaged stakeholders in Integra's ESG process and strategy formation
- Developed a formal process for integrating ESG into our governance structures
- Calculated and disclosed our Scope 1 & 2 greenhouse gas (GHG) emissions
- Updated Environmental policy
- Published Integra's first ESG annual report
- Hired Chief Diversity & Inclusion Officer
- Updated Code of Conduct



In Year 2, we will turn our focus toward further integrating ESG into our policies, procedures and initiatives with a focus on change management, making additional progress on our priorities and expanding our governance. We will continue to broaden disclosure on key material issues while deepening reporting, including taking additional measures to strengthen performance and enhance transparency. We will monitor and remain responsive to expectations from our stakeholders.

YEAR 2 SPOTLIGHT

- Engage with internal and external stakeholders to seek feedback on new disclosures
- Improve and digitize our environmental, health, safety, and security (EHS&S) management system
- Conduct Scope 3 GHG emissions footprinting
- Evaluate and set targets for reducing our GHG emissions, including abatement planning
- Formalize and strengthen our green procurement policies
- Enhance additional Social and Governance disclosures in our next ESG report
- Implement ESG management system technology



In Year 3, we will continue to develop and report on environmental activities and further progress our green procurement policies and disclosures. We will also continue to monitor and remain responsive to expectations from our stakeholders against a backdrop of evolving ESG frameworks and guidelines.

YEAR 3 SPOTLIGHT

- Continue internal and external stakeholder involvement
- Enhance green procurement policies
- Disclosure on abatement activities and GHG emission reductions across all scopes
- Disclose to the Carbon Disclosure Project (CDP) and Task-Force for Climate-Related Financial Disclosures (TCFD)
- Enhance Social and Governance disclosures

Excellence

Unwavering
commitment to
our customers,
patients, and
colleagues

Integra aspires to demonstrate excellence in all facets of our business. Excellence to us means being supportive, transparent, and accountable to all of our partners, customers, and healthcare providers we serve to the broader communities we touch.

We shape care pathways through the delivery of safe, effective, and affordable medical products and invest in the communities we work with daily. Our commitment to excellence is evident through our achievements in product safety and customer welfare, affordability and access, and community relations.

- Protecting Customers and Patients
- Clinical Trial Standards and Programs
- Affordability and Access
- Investing in Our Communities
- The Integra Foundation

Protecting Customers and Patients

Our approach to product quality begins with the company-wide mindset that our products and services are developed to improve patient outcomes.

We have numerous mechanisms and processes embedded within our business operations to protect and ensure product quality, continuously improve the effectiveness of our quality management system, and ensure compliance with all regulatory requirements.

OUR QUALITY POLICY AND MANAGEMENT RESPONSIBILITY

Integra's quality system starts with our quality policy, which provides a framework for establishing and reviewing our quality objectives. The Integra quality policy is prominently displayed in each facility to remind colleagues of our commitment to quality. The policy is reviewed quarterly during our corporate quality management reviews to ensure we are meeting our commitments.

OUR QUALITY POLICY

The companies of Integra LifeSciences stand for integrity— of our people, our products and our partners.

We are committed to providing lifesaving products that are safe and effective.

We are committed to continuously improve the effectiveness of our Quality Management System, our products and our services.

We are committed to meeting the regulatory requirements and to satisfying the needs of our customers and partners.

We strive to deliver high quality products and services to achieve total customer satisfaction.

The products manufactured by the companies of Integra LifeSciences provide state of the art medical technology that improves the quality of life for the patients we serve.

QUALITY MANAGEMENT

We put into practice our quality policy and objectives through Integra’s quality management system (QMS). Our executive leadership team is responsible for establishing, implementing, and maintaining our QMS by:

- Communicating the importance of meeting customer expectations and regulatory requirements throughout the organization.
- Establishing Integra’s quality policy and quality objectives.
- Monitoring the effectiveness of the QMS through quality objectives, resource planning, metric tracking, audit results, data analysis, corrective actions and preventive actions, and management reviews.

All Integra colleagues participate in quality system training so they can understand the laws, policies and procedures that apply to them in their role at the company and are aware of how they contribute to the achievement of the quality objectives. All colleagues are assigned annual training on the QMS as well as training programs specific to their roles in the organization.

Manufacturing associates are trained to understand how the improper function of equipment and a failure to follow manufacturing processes can result in defects. To avoid defects and deliver the highest quality products, Integra adheres to good manufacturing practices (GMPs), quality system regulations (QSRs), good laboratory practices (GLPs), good tissue practices (GTPs) and guidelines for conducting clinical studies.



PRODUCT INNOVATION PROCESS AND GOVERNANCE

Integra has established product innovation processes and procedures to ensure the design, development and commercialization of safe and effective products. Our product innovation process takes into consideration the total product lifecycle, from conception through end of product life. Procedures established consider:

- User, patient and health agency requirements, including FDA 21CFR, EU MDD/MDR (Medical Device Directive and Regulations), and electrical, mechanical, software and tissue particular industry standards (IEC, ISO, ASTM, AATB).
- Verification and validation testing to ensure that products have been designed in accordance with defined requirements.
- A risk management program to ensure that potential hazards are identified and mitigated prior to product release.
- Integra’s risk management program applies to all stages of the product lifecycle, ensuring continuous monitoring of product performance and supporting product improvements. Governance for our product risk management program is overseen by Integra’s product safety board, which consists of senior leaders from Quality, Regulatory, and Legal.

MONITORING OUR PRODUCTS

In order to ensure product requirements are met, Integra has developed processes to monitor, measure and document product characteristics at multiple points throughout the product lifecycle.

All Integra products are manufactured to specifications appropriate to demonstrate intended use, functionality, safety and efficacy. Through our rigorous testing and inspection processes, we verify that our products meet predefined performance and quality criteria prior to release. Our quality system tracks the identity of the person and the equipment used to conduct pre-release testing and inspections.

Integra has also established a post-market surveillance program in which we monitor, investigate, and report on customer complaints and feedback. This ongoing surveillance, in conjunction with our risk management program, allows us to understand how our products are performing upon release and ensures continuous improvement in product quality year over year.

INCIDENT INVESTIGATION AND CORRECTION

If a non-conformance is detected after a product has been released for use, Integra takes swift appropriate action in compliance with applicable regulatory requirements. Evidence of actions taken is documented and maintained to ensure accountability.

We apply risk-based principles and practices to the way we respond to the detection of non-conforming products, post-release. For example:

- Any products within our control that could demonstrate the same or a similar non-conformance are placed on hold and quarantined pending determination of whether these products are affected by the non-conformance.
- We assess the type and degree of risk to the non-conformity by conducting an expedient review of the existing device risk management files or completing a risk assessment, thereby determining whether escalation is warranted.
- When deemed necessary from a safety perspective, we maintain the ability to recommend a field action to Integra’s product safety board even before our health hazard evaluation process has been completed.
- We ensure that the nature and expediency of any field action is commensurate with regulatory requirements and the level of risk posed to the patient, user, property, or environment.



REPORTING AND AUDITING

Integra is subject to periodic auditing by country-specific regulatory and review bodies such as the United States Food and Drug Administration (FDA), the French National Security Agency of Medicines and Health Products (ANSM), and various notified body organizations designated by European Union member countries to assess our compliance with applicable regulations. Audit results are evaluated and identified issues are addressed through our non-conformance process, allowing us to address root causes to prevent future non-conformities. We report adverse events to regulatory agencies as directed by regulations in order to prioritize the safety of our customers and patients. Our manufacturing sites hold ISO 13485:2016, MDSAP, and MDD/MDR certifications.

Results from internal and external audits are leveraged as part of Integra’s ACE (Audit Center of Excellence) program. When gaps or best practices are identified through an audit, they are utilized to implement improvements to the quality management system globally.

Integra utilizes a documented complaint handling process, developed in accordance with applicable regulatory requirements, which outlines the requirements for conducting timely handing of complaints, including:

- Receiving and recording information
- Evaluating information to determine whether feedback constitutes a complaint
- Evaluating and, when applicable, investigating complaints
- Determining the need to report the information to the appropriate regulatory authorities
- Handling of complaint-related product
- Determining the need to initiate field actions

All complaint communications and other related records are maintained according to our document retention policy to ensure transparency and accountability.

Key Quality Indicators

	2021	2020
Inspections by worldwide regulatory agencies*	44	45
Percent with zero observations	57%	55%
Number of corporate audits	24	22
Number of FDA Warning Letters received	0	0
Number of FDA Warning Letters resolved**	0	0
Number of FDA Class 1 recalls	0	1

*Includes FDA and Notified Bodies (BSI, SGS) and Health Authorities (ANVISA, ANSM), and Electrical Certification Bodies (UL)

**One warning letter from 2019 remains open.



Clinical Trial Standards and Programs

Clinical trial research enables surgeons to make better decisions about patient care and helps patients make informed choices about their health. Clinical research also allows regulatory authorities to evaluate our product applications and payers to consider the data in the context of their insurance coverage decisions.

Integra’s clinical trials are designed with scientific rigor and generate data to assess the safety and/or effectiveness of Integra products for their intended uses. Our clinical trials are driven by our commitment to two priorities: research participant safety and high-quality data collection.

ENSURING PARTICIPANT SAFETY AND QUALITY DATA

Integra’s worldwide corporate policy on clinical operations outlines our processes for conducting research in alignment with established standards and applicable national and local regulations. This policy ensures all staff are trained and knowledgeable in the requirements and their responsibilities, regardless of Integra’s role in overseeing the trial.

We conduct thorough risk assessments to ensure critical parameters such as appropriate patient consent, patient safety, data quality, and monitoring remain in control during trial initiation and conduct. In addition, Integra obtains approvals from institutional or central ethics committees and institutional review boards and, if applicable, national regulatory authorities or bodies. Where appropriate, Integra assigns independent clinical evaluation committees, data monitoring committees, or data safety monitoring boards to oversee and evaluate the safety and performance of our products throughout clinical trial conduct.

Our investment in advanced digital platforms provides us with the capability to conduct, monitor and provide oversight for implementation of remote clinical trials while ensuring adherence to processes and procedures, ensuring quality and accountability.

All Integra clinical trials are conducted according to relevant laws, regulations, and standards for clinical research. Beyond the regulatory requirements, all our clinical trials adhere to good clinical practice, the

Declaration of Helsinki, the International Conference of Harmonization, and other applicable national and international regulatory requirements. Among various relevant guidelines, we conform to whichever framework provides the greatest protection of the individual, ensuring ethical conduct, proper oversight, and patient safety.

REPORTING HIGH QUALITY, MEANINGFUL DATA

Every Integra clinical trial is registered in a public database, such as the U.S. National Library of Medicine’s Clinical Trials Registry (www.clinicaltrials.gov), World Health Organization International Clinical Trials Registry Platform or the European EUDAMED database. Clinical trial information in these public databases is updated regularly by Integra, including with the results from both completed and terminated trials.

After a clinical trial is complete, Integra discloses the outcome of all primary and pre-specified secondary endpoints, regardless of whether the results are positive, negative, or inconclusive, through the public databases, professional meeting presentations, and/or peer-reviewed journals. When results are published in peer-reviewed journals, our teams adhere to criteria established by the International Committee of Medical Journal Editors for authorship of clinical trial publications.

Affordability and Access

As a global medical device manufacturing company, we consider it our responsibility not only to design and deliver lifesaving products, but to work to broaden access to our technologies so that more people can benefit.

Integra works to break down systemic barriers to health equity through actions aimed at reducing healthcare disparities. Our efforts center around ensuring fair pricing of our products, and where possible, the advancement of value-based healthcare initiatives.

FAIR AND EQUITABLE PRICING

One of the key drivers inhibiting healthcare access to those who need it most is pricing. We take a holistic and multi-faceted approach to pricing our products, utilizing a variety of pricing models based on the principles of fairness and equality.

When developing our pricing strategy, Integra considers inflation and accessibility of our products, along with market realities for medical technology companies driven by innovation, competition, and value.

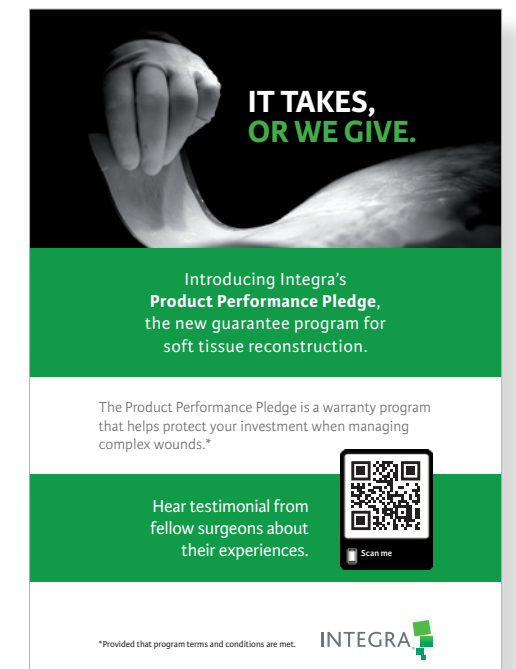
We have designed our pricing programs and policies to account for local circumstances and market dynamics, as well as the products' value to the healthcare system. Offering a range of price points across a given therapy category enables us to address differing affordability levels and ability to pay.

Within the U.S. healthcare system, access to healthcare is heavily dependent upon an individual's access to health insurance coverage. It is our goal to ensure patients have access to our products wherever possible. To that end, Integra's market access team provides an access program to assist with insurance benefit verification and pre-authorization of a procedure that involves the use of Integra products. The team also liaises with consultants to work with federal government officials and the U.S. Centers for Medicare and Medicaid with the goal of ensuring our products will be reimbursed under health insurance programs such as Medicare and Medicaid, whose guidelines are often used by other insurers.

VALUE-BASED HEALTHCARE INITIATIVES

There is a global shift in the healthcare industry towards value-based care, where increasing the health outcomes per unit of cost is prioritized. Value-based healthcare means making reimbursement contingent on the quality of outcomes achieved by a healthcare provider, while incentivizing care systems to improve their efficiency.

Integra's product performance pledge program for Integra® Dermal Matrix and PriMatrix® includes product-specific guarantees that allow healthcare providers purchasing these products to receive a credit if the product does not perform as intended. This value-based approach to business fosters our continuous innovation in product and service solutions to drive an increased benefit to customers, and to promote better and more equitable health outcomes for patients.



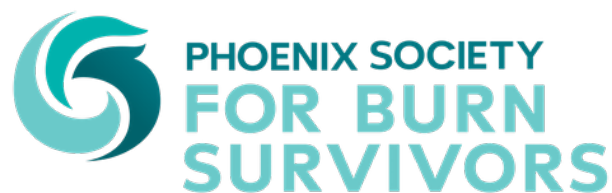
Investing in Our Communities

We take pride in giving back to our global community and the causes our colleagues and customers care about through donations, volunteerism, and partnerships with charitable organizations.

The global COVID-19 pandemic, natural disasters and social injustices that emerged during 2021 highlighted the importance of philanthropic efforts. Our colleagues dedicated time and financial investment to many charitable causes, particularly in the areas of healthcare.

PARTNERING TO HELP PATIENTS

As part of our mission to serve patients, Integra works with various patient organizations, including the Wounded Warriors Project, Children's Brain Tumor Foundation, Hydrocephalus Association, and the Phoenix Burn Society, among others, to make a meaningful difference in people's lives.



PRODUCT DONATIONS

By making product donations to various institutions that support surgical missions and educational efforts, we help drive meaningful impact. We know our products have the power to change lives, and each year we support organizations that align with our values and need our products. In 2021, we donated \$6.5 million in products to charitable organizations. Over the last three years we have donated \$27 million in product to charitable causes.

\$27M

IN PRODUCTS DONATED
IN PAST THREE YEARS

COLLEAGUE VOLUNTEERING AND COMMUNITY IMPACT

Around the world, Integra colleagues volunteer their time and expertise to organizations and individuals in need. From lending a hand in community improvement projects to supporting disaster relief efforts and participating in charity fundraisers and walks, our colleagues actively seek opportunities to give back to the communities in which they live and work. This spirit of volunteerism is ever-present throughout the company, enriching our workplace in the process.

Hydrocephalus Association’s Walk to End Hydrocephalus

In 2021, Integra participated in 26 walks across the United States in support of the Hydrocephalus Association’s “Walk to End Hydrocephalus.” Colleagues from the Codman Specialty Surgical division raised nearly \$2,000 to support the cause.

Toys for Tots

Every year for the past five years, the Integra Veterans Affinity Group has continued its tradition of organizing a toy donation campaign benefiting the Marine Toys for Tots Program. Integra colleagues have generously donated in the spirit of giving during the holidays.



Colleagues participating Hydrocephalus Association's “Walk to End Hydrocephalus”

Monica Kitchen-Food Pantry, Boston, Mass.

Monica Kitchen-Food Pantry is a South Boston food pantry providing weekly groceries for individuals and families living with hunger. In December 2021, the pantry experienced a shortage of food donations due to COVID-19. In response, Integra’s Boston site colleagues collected and delivered food donations to support the community during the holidays.

Artsville Madisonville Day of Service, Cincinnati, Ohio

Integra Cincinnati site colleagues participated in the Artsville Madisonville Day of Service event. Artsville is a non-profit organization dedicated to promoting personal growth, self-expression, and appreciation of the visual, healing, literary, and performing arts by providing a nurturing environment for artists at all levels of their creative journey.



Courir Pour Elles, Lyon, France

Courir pour Elle is a Lyon-based association created in 2009, that is committed to preventing female cancers and improving the quality of life of women suffering from cancer. It raises money through several annual sporting/health events—the most famous one being the May race with around 30,000 participants. Integra Lyon-based colleagues are actively engaged each year by taking part in the race, donating funds, or volunteering to assist with the race preparations.





Colleagues participate in Juneteenth 5k event to benefit Children’s Brain Tumor Foundation.

Juneteenth Commemoration 5K Run/Walk

In June 2021, the Integra African American Affinity Group (IAAAG) organized our first Juneteenth virtual 5K to commemorate the end of slavery in the United States and raised nearly \$12,000 to support the Children’s Brain Tumor Foundation. More than 180 Integra colleagues across 17 states joined the event.

Blood Drive, Lafayette, Ind.

Recognizing a nationwide shortage of blood products, colleagues at the Integra Lafayette site partnered with the American Red Cross to host a blood drive.

Phoenix Society for Burn Survivors

Integra is a perennial supporter of the Phoenix Society for Burn Survivors. In 2021, during the national sales and training meeting (NSTM) for our Tissue Technologies division, colleagues raised nearly \$9,000 through the purchase of raffle tickets for a chance to win various prizes, including airline, Broadway, and sporting event tickets.

The Integra Foundation

The Integra Foundation, a separate 501(c)(3) organization, is the philanthropic arm of Integra LifeSciences. Since its inception, the Foundation has awarded millions of dollars in grants to a wide variety of organizations, promoting education and helping to make a difference in people's lives.

Consistent with its mission, the Foundation awards grants to non-profit organizations supporting medical education in regenerative medicine, plastic and reconstructive surgery, wound care, neurosurgery, neurotrauma, and neuromonitoring. The Foundation also provides grants for needs-based patient support and health educational programs in our clinical areas of focus and within our regional communities.

In 2021, the Foundation made more than \$400,000 in donations to 69 different non-profits that aligned with its giving strategy, as well as organizations responding to the COVID-19 pandemic and natural disasters. The Foundation also provided grants for the education and professional development of nurses, surgeons, medical students and residents; education for disadvantaged populations; STEM education; charitable surgical missions; patient groups that focus on support and research for breast and neurological cancers and diseases and burn patients; and camps for pediatric burn and hydrocephalus patients.

> \$400K
IN DONATIONS

69
NONPROFITS

Additional information about the Integra Foundation is available at www.integra-foundation.org.



Our People & Teamwork

Recognizing our
colleagues are our
greatest asset
Achieving far more
by working together

Integra's people are our greatest asset, and the work we do every day improves patients' lives. From medical device product developers to clean room operators, our colleagues touch countless people through their work.

Our dedication to supporting both individual growth and team success is evident in our diversity and inclusion (D&I) initiatives, our robust approach to human capital development, and a comprehensive program to ensure colleague health and safety across the company.

Prioritizing Diversity and Inclusion
Creating a Culture of Growth and Development
Ensuring Employee Health, Safety, and Wellness

Prioritizing Diversity and Inclusion

BUILDING AN INCLUSIVE CULTURE AT ALL LEVELS

A diverse workforce, an inclusive culture, and a welcoming work environment are business priorities and keys to our long-term success. Our commitment to diversity and inclusion (D&I) starts at the top with our board of directors and CEO. At all levels of the company, we focus on attracting, retaining, and developing diverse talent, with our efforts supported by our corporate human resource and chief diversity & inclusion officers.

Executive leadership set D&I goals for the company each year, ensuring direct engagement by top leadership in advancing D&I initiatives and helping to promote awareness throughout the company. We hold ourselves accountable for achieving our diversity and inclusion commitments.

Inclusion at Integra is about creating a culture in which colleagues feel welcomed and valued, differences are encouraged, and unique experiences and ideas are heard and leveraged. Inclusion helps us advance the priorities of our company and drive better outcomes for patients. Education is critical to achieving a culture of inclusion. Integra colleagues participate in programs focused on how to recognize and manage bias, and how to value differences.

Through our employee resource groups, leadership councils, and external partnerships, we provide opportunities for colleagues to directly engage in creating a welcoming culture and to provide feedback to our executive team about how we can do better.

Managing Unconscious Bias

Members of our executive leadership, senior management, and larger scope leaders participate in a half-day microinequities training. The content includes understanding unconscious bias and microinequities, how to identify microinequities in day-to-day decisions and actions as leaders, and ways to mitigate microinequities on an individual and organizational level.

Across the globe, our colleagues participate in two programs to promote inclusion. Introduction to Managing Unconscious Bias is a course that creates awareness of unconscious biases in the workplace and introduces tools to build bias-breaking skills. Practicing Inclusion examines what practicing inclusion in the workplace looks like.

Advancing D&I in Healthcare

We partner with external organizations focused on driving inclusion in the workplace, including CEO Action for Diversity & Inclusion, the largest CEO-driven business commitment to advance D&I in the workplace, and Healthcare Businesswomen's Association, an association dedicated to further the advancement and impact of women in the business of healthcare.

**CEO ACTION FOR
DIVERSITY & INCLUSION**

HBA Healthcare
Businesswomen's
Association

2021 International Women’s Day Celebration #ChooseToChallenge

Over the past several years, colleagues around the world have come together to celebrate International Women’s Day, a day when we celebrate our female colleagues and thank them for their contributions to our organization’s success. Last year was no exception. Despite the COVID-19 restrictions, colleagues gathered virtually to celebrate the vital contributions of the women of Integra.



Advancing Women’s Leadership



Since its establishment in 2017, our Women’s Leadership Council has developed into an action and results-oriented advisory group comprised of senior women leaders from across Integra. The Council’s charter is to identify ways to attract and retain female talent, advance the development of women into leadership roles, increase the cultural awareness of the value of diversity and inclusion in our company, and create specific development forums for high performing women at Integra. The Council sponsored the formation of over 20 Women of Integra Network (WIN) chapters covered across 10 countries.

Añasco Colleagues Featured in Caribbean Business Editor

Integra’s Añasco site’s women’s leadership team were recognized through the “Women Who Lead” initiative of Caribbean Business Editor, a nationally-recognized newspaper in Puerto Rico.



A LOOK AT OUR WORKFORCE

We continue to strive to ensure that the diversity in our leadership roles is representative of our overall population. Through mentorship, recruitment efforts, and development programs, we look to continue growing the representation of diverse groups in leadership roles at Integra.

We understand that one of the most effective ways of understanding and meeting the needs of our customers and patients is to have a workforce that reflects their diversity. Integra is an equal opportunity employer and is committed to providing equal employment opportunities to all qualified applicants and employees regardless of race, marital status, color, religion, sex, age, national origin, sexual orientation, physical or mental disability, or protected veteran status.

Workplace Respect

Fundamental to Integra’s core values is the consistent and unwavering respect for our people across the globe. Fair treatment of all individuals is a critical aspect of our vision and goals, and we are committed to providing a healthy and safe workplace, free from harassment, discrimination, intimidation, and retaliation. In addition to compliance with all applicable laws, the workplace culture of Integra is grounded in mutual respect for one another.

To that end, we have a robust anti-discrimination policy within our Code of Conduct outlining intolerance for discriminatory action of any kind in our workplace. The purpose of the policy is not to regulate the personal morality of colleagues but rather to foster a work environment that is free from all forms of harassment, whether

that harassment is because of age, color, disability, gender identity, sexual orientation, genetic information, national origin, race, religion, sex, veteran status, or any other factor outlined in our equal employment opportunity (EEO) policies and/or protected by federal, state, or local law.

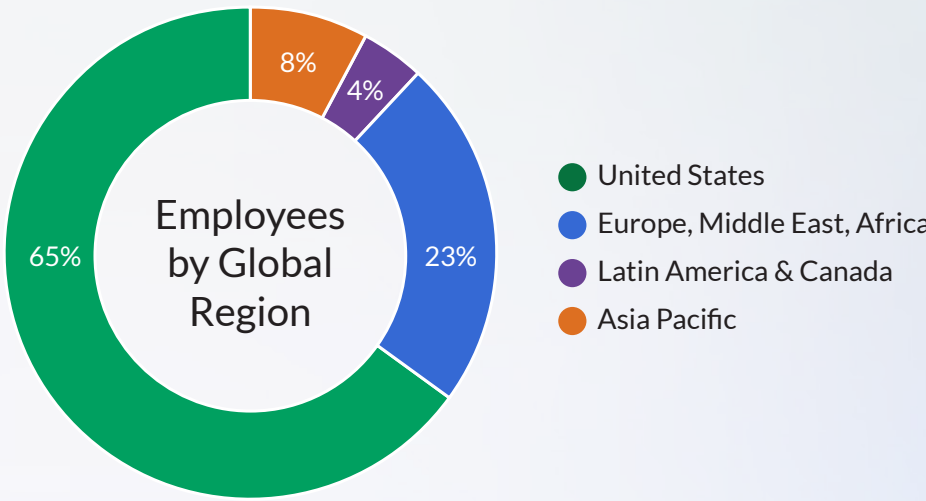
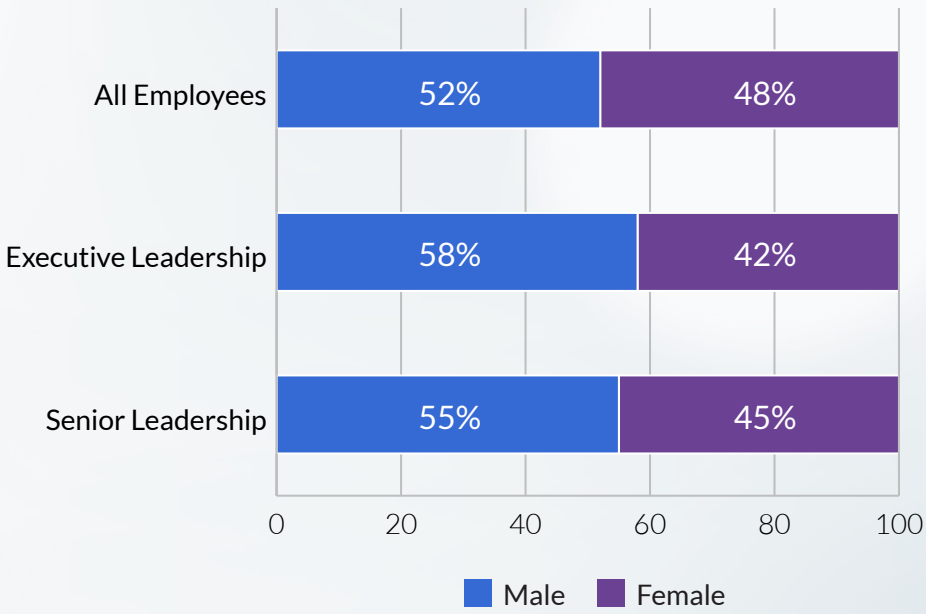
We encourage colleagues to report any concerns of harassment, whether verbal, non-verbal, or physical, to local management or our human resources department so that we can maintain a safe and healthy workplace for all.

Pay Equity

Integra is a pay-for-performance company committed to fair pay. We aim to retain and attract the best people to our company and to continually advance our pay competitiveness in the marketplace. We accomplish this

through several efforts, including career development, rewards, and competitive pay and benefits. All compensation decisions are made without regard to personal characteristics such as, but not limited to, gender, race, color, national or ethnic origin, age, disability, sexual orientation, gender identity or expression, genetic information, religion, or veteran status.

As part of our commitment to compensation equity, Integra regularly conducts a pay equity analysis, reviewing how our organization compensates employees against external and internal data in conjunction with the role and scope of each position and making adjustments if necessary.



EMPLOYEE RESOURCE GROUPS

Integra colleagues can take part in 5 employee-driven resource groups in 10 countries around the world.

Employee resource groups (ERGs) are sponsored by executive leadership and led by colleagues. The ERGs provide opportunities for growth and network building, sharing experiences and best practices, and engaging with other colleagues with similar affinities across our company. ERGs encourage a culture of awareness and inclusion, assist in the attraction and retention of diverse talent, and help colleagues develop leadership skills. Most critically, these employee resource groups serve the purpose of advancing inclusion—our ERGs make Integra a more inclusive workplace where diverse colleagues feel supported, engaged and empowered.



IIAAG Diwali Virtual Rangoli Event



AAPI Network Committee Meeting



In 2021, our **Integra Veterans Affinity Group (IVAG)** invited retired Colonel Gregory D. Gadson to speak to our colleagues about overcoming adversity. Colonel Gadson was wounded in Iraq in 2007 and served his country for more than 26 years. He continues to serve by supporting Wounded Warriors and Veterans Around the World. Integra was incredibly grateful to Colonel Gadson for sharing his personal story and for his service to our nation and passionate support of veterans. As he shared, Colonel Gadson’s story of faith, drive, tenacity and pure will to overcome the most difficult challenges is a reminder “of what we are capable of when we apply our energy to those things which are in our control and being present in the moment.” He is a true hero in every sense of the word.



Every February, the **Integra African American Affinity Group (IAAAG)** hosts events for colleagues across the globe to celebrate African-American heritage. Our 2021 black history event included a thought-provoking session with Dr. Karl Reid, executive director of the National Society of Black Engineers. Dr. Reid shared his blueprint for an inclusive workplace.



Integra formed its first-ever dragon boat team and participated in the 2021 Mercer County New Jersey Dragon Boat Festival. The event was organized by the **Asian American Pacific Islander (AAPI) Network** as a part of its efforts to promote and celebrate Asian culture.

Creating a Culture of Growth and Development

Every day we endeavor to provide our people with opportunities to do important work that creates change and shapes the future of healthcare. We invest in our colleagues’ futures, working closely with them to help achieve their professional goals and aspirations.

We have comprehensive and effective human capital development programs in place because we believe that the personal success of our colleagues is critical to the overall success of our business.

ATTRACTING TALENT

To build a diverse and talented organization, we have invested in honing our recruiting and hiring processes to attract top talent and engage new hires from the very beginning of their experience within our company. We also engage our hiring managers and colleagues early and frequently in the hiring process with manager toolkits, interviewing resources and colleague referrals. The hiring manager guides a new colleague through an onboarding process that includes a roadmap, a partner-up program and tips and checklists to ensure the employee is well integrated into the Integra family.

EMPLOYEE LEARNING

Since learning happens both inside and outside the classroom, we offer a variety of opportunities for our colleagues to learn and grow. Continued learning and development is a critical component of employee job satisfaction, retention, and career advancement—and ultimately, a driver of business success. We foster a culture of life-long learning and achievement by offering our employees both on-the-job training and formal learning programs to increase their skills and capabilities throughout their career.

Experiential Learning: Managers are empowered to provide their employees with on-the-job learning opportunities such as job shadowing, rotations, stretch projects, and other initiatives to teach employees through the process of doing. These opportunities help our colleagues gain critical experiences that benefit their growth and our business.

Collaborative Learning: Colleagues are provided with many opportunities to learn through their relationship with peers and leaders. Examples of this type of collaborative learning include mentoring, coaching, networking, and employee resource groups.

Formal Learning: We provide our colleagues with leadership development workshops, critical skill learnings, sales seminars, and access to industry learning certifications relevant to their career paths.

We have early talent programs, including internships, apprenticeships, and a rotational program for high-potential new graduates.

In the U.S., colleagues can participate in Integra’s tuition reimbursement program, which covers 100% of tuition and fees, up to \$5,250 per calendar year. Courses must be related to the colleague’s current role or help them qualify for a lateral or step-up position.

\$5,250
ANNUAL TUITION
REIMBURSEMENT
OPPORTUNITY

Our rotational program is designed to help recent graduates start a rewarding career in the medical device industry. Program associates develop and grow their skills through high-quality work assignments, mentoring from senior functional and business leaders, and training and certification opportunities. During this two plus year program, associates move through three 9-month rotations in the areas of quality, clinical and regulatory affairs and operations at our corporate headquarters in New Jersey or at other Integra sites. Additionally, we have a summer internship program available to college and graduate students, which provides further access to a pipeline of top talent.

Colleagues are encouraged to discuss with their managers the skills, training, and experience needed to grow and develop. In addition to several skills-based trainings available (technical, sales, leadership ability) to all colleagues, managers may recommend external job-specific development programs to their colleagues. These programs are paid for directly by the company. We have also established a partnership with a local university enabling colleagues to take courses toward earning a degree.

DEVELOPING LEADERSHIP CAPACITY

In order to maintain a consistent set of expectations of our leaders, we have defined eight global leadership competencies:



To support our leaders in learning, adopting, and living our leadership competencies, performance is evaluated on an annual basis. We have dedicated resources guiding development at each level of leadership within Integra. For example, for new leaders, we developed a management training program intended to strengthen management skills such as effectiveness in leading teams, resolving conflict, and supporting growth and development of others. All managers are eligible to enroll in the program.

Our talent acquisition team partners with leaders across the business to anticipate and forecast future hiring needs. As part of our talent management and succession planning process, Integra facilitates the identification, development and advancement of high potential talent within the organization.

In partnership with The Leadership Edge, a company founded by women leaders that is dedicated to growing and mentoring women, Integra sponsors the **Excel Women’s Leadership Program**. The program is designed to accelerate the development and advancement of high potential, mid-career female leaders into senior leadership roles. The program has helped grow our pipeline of women leaders, with **50% of the program’s graduates being promoted into roles with increased responsibility**. In 2021, five of our high potential female colleagues completed the Excel program.

MANAGING EMPLOYEE PERFORMANCE AND PROMOTING EMPLOYEE SATISFACTION

Our performance management approach focuses on the alignment of our colleagues’ individual objectives with key organizational objectives to support both our business strategy and the career development goals of our colleagues.

In assessing performance, we evaluate not only whether an objective was completed but how it was completed and whether our actions were aligned with our values. We also assess our leaders on our eight global leadership competencies to ensure they are working to grow the next generation of leaders within our company.

COLLEAGUE ENGAGEMENT SURVEYS

Integra conducts colleague engagement surveys every other year. After each survey is complete, we share detailed results with senior management and all colleagues within each department. Each function or division appoints survey champions who work with their respective teams to understand the feedback and establish action items. Survey actions are then submitted and tracked to ensure progress. This process enables us to monitor colleague engagement and create a continuously improving, satisfying work environment for our colleagues.

Living Our Values

This colleague-to-colleague program allows each of us the opportunity to recognize colleagues for living our values and be recognized for our own work.

Discretionary Recognition Fund for Managers

This program is designed for leaders to recognize extraordinary individual or team efforts for going above and beyond their normal job responsibilities to achieve an organizational goal, including one-time cash bonuses, celebratory luncheons and/or teambuilding events.

WOW (Workout to Win)

This annual program encourages teams to engage in continuous improvement projects. Projects submitted from across the company are reviewed by senior leadership and judged on overall business impact and linkage to Integra values. Winning teams are recognized in a global town hall, a celebratory luncheon, and/or team building events.



Ensuring Employee Health, Safety, and Wellness

EMPLOYEE COMPENSATION, BENEFITS, AND HEALTHCARE ACCESS

Our Global Total Rewards program provides competitive compensation and benefits designed to keep our employees healthy, motivated, and engaged. We offer competitive compensation that is directly linked to company and individual performance. We value excellence and we recognize and reward employees when they go above and beyond the expectations of their roles. We provide both fixed compensation (base salary) and variable compensation (short- and long-term incentives) programs to reward and retain high performers and key talent. Variable compensation includes colleague recognition rewards, annual cash bonuses, stock awards, and sales incentives. Additionally, all regular full-time employees in the U.S. who work at least 30 hours per week are eligible to enroll in the Employee Stock Purchase Plan (ESPP).

Integra's health as a company begins with the well-being of our employees. Benefit programs vary by country, whether provided through company-sponsored insurance programs, statutory government programs, or a combination of both. Regardless of geographic location, our commitment is to offer the following, whenever possible:

- Benefit plans that meet all local statutory requirements
- A range of programs that reflect typical local market practices
- An opportunity for employees to tailor benefits to their specific needs
- Benefits that balance employee's short-term and long-term needs

Typical benefits include comprehensive health insurance, disability coverage, workplace accommodations, parental leave and other leaves of absence based on health or life events (e.g., bereavement), employee assistance programs, fitness reimbursement, and flu shots. We also provide on-demand health advocates to help employees navigate the health insurance system; access to digital health solutions; a weight management program; smoking cessation assistance; a substance use disorder helpline; and a diabetes health program.

We recognize that balancing our work with our personal lives is important, which is why we offer programs such as subsidized back-up child and adult-elder care services. Additionally, we provide discounts for childcare providers.





Integra colleagues during one of their stand-up meetings.

PUTTING THE SAFETY AND WELL-BEING OF OUR EMPLOYEES FIRST

At Integra, we are committed to achieving the highest standards of environmental, health, safety, and security (EHS&S) performance for our employees, contractors, and the communities in which we work. Our policies and practices are outlined in our EHS&S policy and in our Code of Conduct.

We are committed to:

- Following all applicable EHS&S laws, regulations, and company standards
- Managing workplace risks to provide employees with a safe and healthy work environment
- Providing the necessary resources to live up to our EHS&S principles
- Educating, training, and motivating Integra colleagues to do their part by working in a safe, environmentally responsible manner.

Integra’s EHS&S policy is implemented through a comprehensive EHS&S Management System, overseen by governance that engages all levels of the company. Our performance is monitored and regularly reviewed to ensure our standards of conduct meet our high expectations, and that the policy continues to be of value to our business and its stakeholders.

Monitoring Performance

Integra monitors EHS&S performance on a regular basis, including tracking recordable and lost time injuries and illnesses for all employees and visitors to our sites. All incidents are reviewed monthly on a company-wide EHS&S call and corrective actions are shared so our global organization benefits from the learnings. “Good Saves” or near misses are also tracked and evaluated, which is one way to encourage employees to participate in identifying and rectifying hazards. Employees are also invited to participate in site-level EHS&S committees to ensure their voices and insights are heard. Gemba walks are conducted by senior leadership which allow managers and leaders to observe actual work processes, engage with employees to learn from those who do the work, and explore opportunities for continuous improvement. “Gemba” is Japanese for ‘site’ or ‘scene’, which refers to the location where value is created.

EHS&S VISION

We strive for a sustainable culture of operational excellence, consistent with Integra’s values, in which colleagues and partners are engaged in the environmental, health, safety and security process and care for each other and the environment.

EHS&S Training

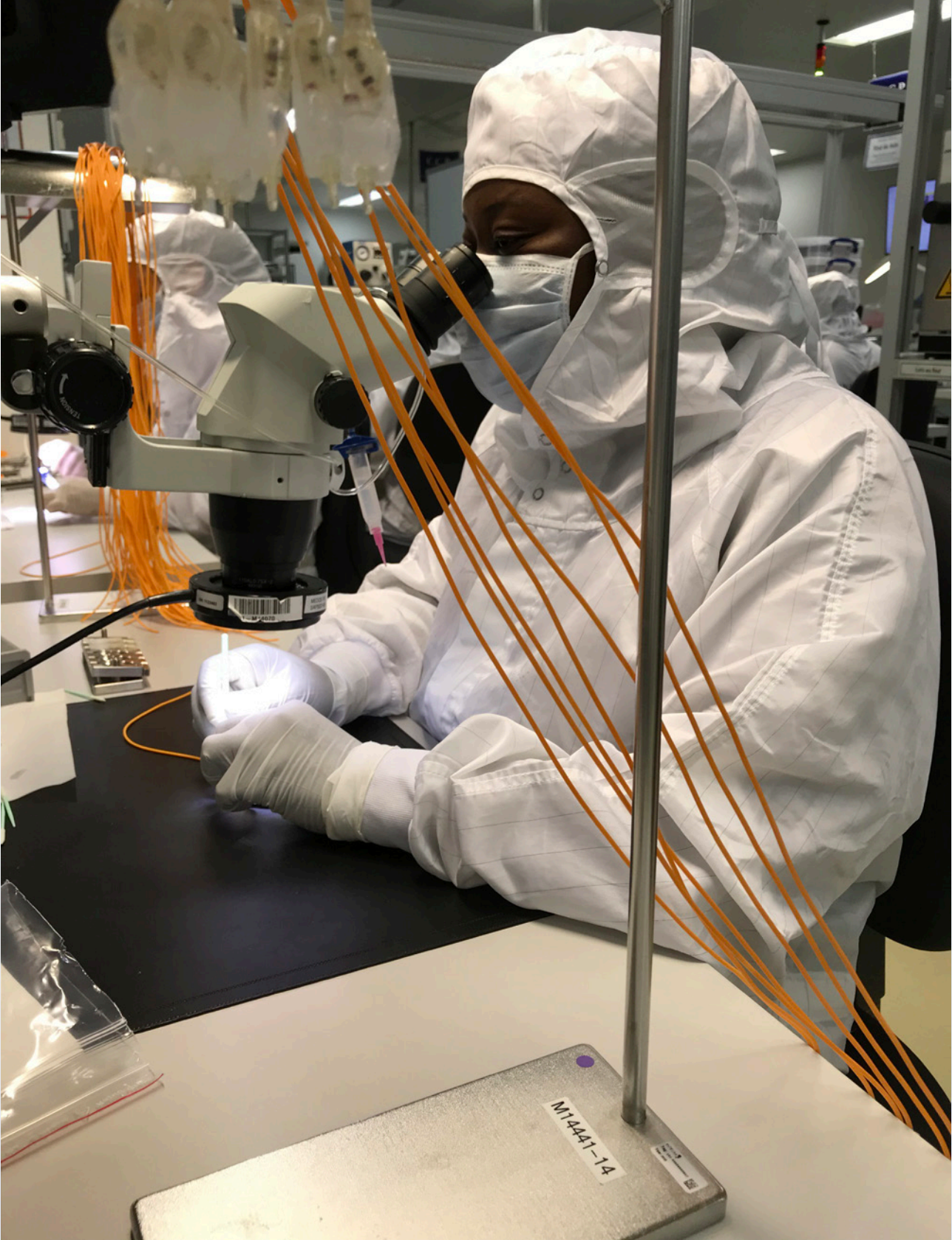
All employees at our sites are trained on hazards at the workplace, which may include safety data sheet education, fall protection, control of hazardous energy, confined spaces, and personal protective equipment. Exposure assessments such as ergonomic assessments and industrial hygiene evaluations are performed with the expertise of local laboratories or third-party service providers when such needs are identified.

Continuously Improving EHS&S Performance

In 2021 and continuing in 2022, we took significant steps to strengthen the resources needed to grow and build upon our EHS&S performance for the long term. For example, Integra hired additional management personnel with significant industry experience in various EHS&S disciplines, adopted a new EHS&S policy, and created the Corporate EHS&S Council, which includes members of the executive leadership team. We also took the initial steps to digitize our EHS&S management system, expanded our internal EHS&S audit programs, and expanded communications on EHS&S topics throughout the organization.

“The number one goal of any given business day is to get people home the same way they came into work, while maintaining the highest quality and productivity standards. I am proud to collaborate with my colleagues who share these priorities and a commitment to science, technology, and helping others in a state-of-the-art facility with extensive resources at our disposal.”

SR. EHS ENGINEER



Integrity & Decisiveness

Always doing the
right thing with
confidence to make
good decisions and
drive action

Corporate integrity starts with a company's leadership. Our directors and executives share Integra's core values, managing our businesses according to rigorous standards of ethics and establishing a "tone at the top" that sets expectations for the rest of the organization. These standards are reflected in a robust compliance program, including policies and procedures embedded within our business practices. A dedicated team administers the compliance programs and guides our activity in this area with help from our legal team, but accountability for compliance and integrity rests within the business and each one of us.

Corporate Governance
Managing and Mitigating Risks
Business Ethics

Corporate Governance

Integra’s strong corporate governance guides our approach to business, protecting and ensuring our long-term success.

Our board of directors has embedded good governance within all facets of its activities, and we continue to refine our governing structures year over year, adapting to changes and improving processes for oversight and transparency. Detailed corporate governance information, including our bylaws, charters, guidelines and policies, is available at www.integralife.com, and we include further details about governance topics in our proxy statement and other SEC filings.

OUR NEW APPROACH

In 2021, we developed a new strategy for embedding ESG issues within our executive and board-level decision-making structures and processes. We believe this integrated approach will provide a foundation for us to set and reach concrete and ambitious sustainability objectives and position our company for sustainable long-term growth.

A critical component of our efforts in this first year of our new strategy has been educating our board and executive leadership regarding the rapidly changing ESG landscape. During 2021, the board’s agenda included two ESG-specific updates and multiple sessions regarding sustainability topics, framed and discussed within the context of our business. ESG topics continue to be on the board’s agenda each quarter.

Our board currently shares responsibility for ESG governance. The Nominating and Corporate Governance Committee has general oversight responsibility for ESG matters, including material assessment, goal setting and tracking, and reporting. The Audit Committee oversees the quality and integrity of the company’s data relating to climate change and any ESG data or information that is included in the company’s filings with the SEC. Both committees review the ESG report before its issuance.

During 2021, we expanded the roles of senior leadership to include ESG responsibilities, with our executive vice president and chief legal officer overseeing the development and implementation of our ESG strategy.

ESG GOVERNANCE STRUCTURE

Our executive leadership team and board of directors work closely together to oversee corporate decision-making.



MEET OUR BOARD OF DIRECTORS

Our board of directors oversees Integra’s business and affairs, bringing a wealth of industry experience and a diversity of backgrounds, perspectives, and ideas to the Integra community. The Nominating and Corporate Governance Committee is responsible for recommending candidates for election to the board and holistically considers candidates based on an extensive list of personal, professional, and industry-specific criteria with the objective of assembling a group that can contribute the skills and diversity to best advance the success of our company’s business and represent stockholder interests through the exercise of sound judgement.

Our current board of directors:



Stuart Essig, Ph.D.
*Managing Director,
Prettybrook Partners, LLC, and
Chairman of the Board*



Jan De Witte
*President & Chief Executive
Officer, Integra LifeSciences*



Donald E. Morel, Jr., Ph.D.
*former Chief Executive Officer,
West Pharmaceutical Services,
Inc., and Chair, Compensation
Committee*



Keith Bradley, Ph.D.
*former Professor of International
Management and Management
Strategy, Open University and
Cass Business School, U.K.*



Barbara B. Hill
*Operating Partner, NexPhase
Capital, and Presiding Director
and Chair, Nominating and
Corporate Governance
Committee*



Raymond G. Murphy
*former Senior Vice President
and Treasurer, Time Warner Inc.,
and Chair, Audit Committee*



Shaundra Clay
*Global Vice President of Finance,
Beam Suntory, Inc. and Director*



Renee Lo
*Partner CTO, APAC at Google
and Director*



Christian S. Schade
*President and Chief Executive
Officer, Aprea Therapeutics,
and Chair, Finance Committee*

Diverse Range of Qualification and Skills Represented by Our Directors

- Healthcare Industry Experience
- Manufacturing and Sales of Medical Technology/Devices
- Operations Management
- Risk Management/Oversight
- Regulatory and Compliance
- International Experience
- Senior Leadership & Corporate Management
- Finance/Financial Industry & Reporting
- Corporate Governance
- Pharmaceutical Experience
- Benefits & Compensation
- Information Technology Experience

EVALUATING BOARD PERFORMANCE

The board of directors performs a rigorous self-evaluation annually in which each director evaluates other directors, each of the committees, and the board as a whole on skill sets, leadership, and effectiveness.

The directors and Integra's executive leadership review results and collaborate to make improvements based on feedback, ensuring targeted improvements. Each director also receives individual feedback gathered during the evaluations. The evaluation process is managed primarily by the corporate secretary's office with oversight from the Nominating and Corporate Governance Committee. In addition to these evaluations, each board committee also reviews its charter annually and makes updates as appropriate.

EXECUTIVE COMPENSATION

The Compensation Committee is tasked with discharging the board's responsibilities relating to compensation of the company's executives, including evaluating, designing, and recommending to the full board for approval of the executive compensation plans, policies, and programs of the company.

Over the course of 2021, we gathered feedback with respect to our executive compensation program in a number of different settings. Integra's management team engaged with stockholders, representing over 50% of our outstanding shares, by participating in 11 institutional investor events at which we discussed our strategic plans and growth prospects and held approximately 300 meetings with institutional investors. Through this engagement, we received feedback from stockholders on topics such as corporate strategy, governance and sustainability, as well as business and financial performance.

At our 2022 annual meeting, approximately 98.7% of the votes cast by stockholders were in favor of a non-binding advisory approval of the compensation of our named executive officers. We believe this support resulted largely from the improvements our board has made, and continues to make, to our executive compensation program and the positive effect these changes have had on our company's performance. The strong "say-on-pay" vote indicates stockholder support for our current executive compensation design.



Managing and Mitigating Risks

Enterprise Risk Management

We maintain an enterprise risk management (ERM) program consistent with industry leading practices, to standardize, simplify, and improve the process of identifying, assessing, managing, and reporting enterprise level risks across Integra. Our ERM program focuses on enterprise risks that may impact Integra's strategic objectives, business operations, financial position or reputation. Our ERM program covers the full spectrum of our company's risks—including environmental, social, and governance risks. Understanding the risks and opportunities facing Integra's business, assessing exposure, and taking appropriate action is essential to preserve and maximize Integra's long-term value. We provide annual updates to the board on our ERM program and progress on associated action plans.

Crisis Management and Communications Plan

Crises come in various forms, and include events threatening an organization's reputation, programs, assets, financial stability or the safety and security of its staff or its ability to deliver products to customers. Integra knows that successful

governance includes having policies and procedures in place for when the unexpected occurs.

We have a robust internal crisis escalation process for determining the severity of a situation and implementing the proper corrective actions to address it. In the event a situation is deemed a crisis, Integra has a holistic crisis management and communication plan in place to guide our response. The plan encompasses internal and external communications about the crisis as well as management of the crisis itself.

In a crisis or emergency our priorities are to:

- Ensure the safety of all our people, customers, patients, and business partners associated with, or affected by our operations and our activities.
- Minimize any disruption to our operations and activities.
- Minimize any effect on property and assets.
- Secure our sites and minimize any effect on the environment by timely and effective management.
- Contain and manage any effect on our company's reputation and business continuity

Cyber Security Risk Management

Integra's cyber security program is an essential part of our business. Our information security efforts are led by our director of cyber security, and our executive leadership team and board of directors provide oversight and guidance. An information security executive steering committee meets quarterly to review and discuss information security issues facing the company. The committee is comprised of a cross-functional group of senior executives. In addition, our board receives regular updates regarding Integra's information security program, including at formal meetings on a semi-annual basis. Our board and audit committee consists of members with IT and enterprise risk experience.

Integra has adopted the National Institute of Standards and Technology (NIST) cyber security framework to manage and reduce our cyber security risks. Throughout each year, we complete cyber security assessments, including internal and external audits, penetration tests, and incident response exercises. In addition, we have external assessments conducted every two years. Data protection and privacy is ingrained in our program. Our partnerships with entities such as Health Information Sharing and Analysis Center (H-ISAC), Cybersecurity &



Cross-functional colleagues attended annual exercise training at IBM's Cyber Range.

Infrastructure Security Agency (CISA), InfraGard, Department of Homeland Security (DHS), Cyber Fraud Task Forces (CFTF), Center for Internet Security (CIS) complement our program and enable us to stay abreast of the latest developments in this area.

We believe cyber security is the responsibility of everyone at Integra in order for us to protect our customers, colleagues, and our business. Our cyber security training program includes compulsory new hire and annual refresher training, including a certification. We also conduct general training throughout the year that can be department specific. We enforce mandatory training for individuals who fall victim to phishing simulations. Our security team members hold vendor-neutral and vendor-specific certifications.

Business Ethics

We pride ourselves in always trying to do the right thing—integrity is vital to the health of our business operations and relationships with stakeholders. We have implemented robust policies, training, and monitoring programs to ensure our colleagues and business partners follow responsible, ethical, and legal business practices.

Our comprehensive Code of Conduct reflects our expectation of compliance with laws, regulations, and codes of ethics relevant to our industry around the world. Our Code of Conduct is available in seven languages, representing the countries in which we have a direct presence.

The code of conduct can be found at www.integralife.com/csrcodeofconduct

ABIDING BY INTERNATIONAL LAWS

We will not:

- Pay bribes or kickbacks or provide gifts to any government official, customer, potential customer, or person in a position to influence a customer (including physicians and other healthcare professionals) with the intent to influence a purchasing decision;
- Agree with a competitor to fix or share prices, divide or allocate the market with a competitor, or otherwise limit open and honest competition;
- Participate in a boycott or engage in certain exclusive dealings or price discrimination agreements without approval of the company's law department;
- Sell products—directly or indirectly—in violation of laws restricting the sale of our products to certain entities or into certain countries;
- Make claims about our products that do not conform to the cleared or approved indications of the products. Our advertising should always be truthful and offered equitably to all customers;
- Engage in unfair trade practices, misappropriation of trade secrets, deception, intimidation, or similar unfair practices; or
- Commit any kind of fraud or help any other person commit fraud, or help a customer defraud any health insurer or government agency.

PROTECTING OUR COLLEAGUES AND OUR BUSINESS

We foster ethical behavior by maintaining a safe environment for colleagues to come forward to report perceived violations of policies or other misconduct. Our global employee hotline enables colleagues to report any potential issues anonymously. In addition, all Integra colleagues are prohibited from retaliating against a colleague who in good faith reports perceived misconduct. We encourage our colleagues to bring forward any instances of retaliation to our chief compliance officer or the law department, and we address retaliation complaints swiftly and effectively to ensure a safe and ethical working environment for all colleagues.

We respect the human rights of all people involved in our business across the globe and we protect human rights in all we do. We do not tolerate use of child labor, forced or indentured labor, and we support the freedom of workers to associate and support the freedom of workers and colleagues to bargain collectively.

PROMOTING ETHICAL BUSINESS WITH OUR HEALTHCARE PROVIDERS AND ORGANIZATIONS

As a world leader in medical technology, we do business with healthcare professionals (HCPs) and healthcare organizations (HCOs) on a daily basis and have a multi-faceted compliance program in place to ensure ethical business relationships with these groups.

We are an active member of the Advanced Medical Technology Association (AdvaMed), a global trade association of companies that develop, produce, and market medical technologies. Our president and CEO, Jan De Witte, is a member of the board of AdvaMed. AdvaMed has developed a Code of Ethics on Interactions with Healthcare Professionals, and Integra certifies that we adhere to the AdvaMed code.



Integra is also a member of MedTech Europe, a European trade association, and adheres to MedTech Europe’s Code of Ethical Business Practices. In addition, we have country-specific and local policies and procedures in place for interactions with providers and organizations including but not limited to our discount policy, travel and expense policy, policy on interactions with HCPs, consultants’ policy, and educational grants policy.

COMBATING CORRUPTION AND BRIBERY

Bribery and corruption harm individuals and communities and have no place in Integra’s business practices and operations.

To fight bribery and corruption, we:

- Never offer, promise, or provide anything of value to a government official, health care professional, or anyone else in order to gain a business advantage.
- Do not use third parties to make improper payments.
- Follow our company’s travel and entertainment policies.
- Record all payments and expenses accurately and completely.

AVOIDING CONFLICTS OF INTEREST

Conflicts of interest are incompatible with our company’s high standards for ethical business behavior and put our business and reputation at risk. We proactively address and avoid conflicts of interest. We expect colleagues will not:

- Represent Integra in any transactions in which they have a private financial interest;
- Use confidential information obtained while carrying out duties for Integra for private purposes;
- Compete with Integra, or help another person compete with Integra;
- Accept gifts, services, or money from a vendor to Integra where the gift might affect—or appear to affect—the judgment of the employee; or
- Use their position at Integra to profit personally or to assist others in profiting at the expense of our company.

PROTECTING OUR COMPANY ASSETS

Colleagues are responsible for exercising sound judgement in managing company property and assets and may use those resources only for the benefit of Integra. We expect colleagues to protect intellectual property by maintaining the secrecy of Integra’s innovations, trade secrets, strategies, and other confidential information.

Under our insider trading policy, directors and colleagues may not buy or sell Integra stock or the stock of another company with which we do business if they have important, non-public information about the company that might assist them in profiting off the trade, or which is otherwise in violation of our policies and the law.

RESPONSIBLE REPORTING

Integra makes complete, timely and accurate disclosures in reports and documents we submit to the government and in other public communications, such as press releases and presentations. We expect colleagues to ensure that all financial reports, accounting records, expense reports, time sheets and other documents are true, correct, and complete. We expect all colleagues to promptly report any non-compliance with policies and procedures and any suspicion of misconduct in accordance with the procedures set forth in our Code of Conduct.

OVERSIGHT AND COMPLIANCE

Integra's chief compliance officer (CCO) oversees compliance with all applicable laws, the Code of Conduct, and all related policies and procedures. The CCO directs the corporate compliance program and reports to the executive vice president and the chief legal officer. The CCO also provides updates to the compliance committee, which is comprised of members of the executive leadership team. The compliance committee ensures adherence to policies and procedure, meeting at least twice a year as well as on an as-needed basis.



Our CCO also provides compliance reports to the audit committee of the board of directors and reviews matters of misconduct with the committee. We use a compliance training tool to manage all employee compliance training. Training is completed by every colleague each quarter, and colleagues are assigned modules based on their roles and responsibilities.



ETHICAL MARKETING

Integra is committed to achieving and maintaining compliance with U.S. and international laws and regulations governing the sale and marketing of our products. Our marketing compliance program was developed in alignment with the U.S. FDA's approach to promotional labeling and advertising. We have a framework of global policies and procedures that govern the creation, review, approval, and deployment of all advertising and promotional materials. Our mission to market our products honestly is outlined in our Code of Conduct.

All Integra colleagues involved in these activities have received appropriate training. Our formal approval process requires that all promotional materials be reviewed by subject matter experts from our regulatory affairs and law departments. We manage promotional material approvals and maintain required quality documentation in a validated system that is compliant with both FDA 21CFR Part 11 and EU GMP Annex 11 regulations.

OUR APPROACH TO POLICY ADVOCACY

We know public policy drives the future of our industry and that it is important to be transparent to our stakeholders regarding our influence on policies governing healthcare. While we do not have a formal policy in place prohibiting political donations, we have a long-standing practice of not making political donations as a company, and we do not have a political action committee.

MONITORING EMERGING TECHNOLOGIES

Integra works to manage emerging technologies responsibly and in a manner consistent with our values. We monitor emerging technological innovations as they evolve to determine appropriate policy and action. At present, we do not use stem cell, nanotechnology or genetic engineering.



Embracing Change

Leading and
accepting
change
to achieve
Integra's
vision

Integra's ability to grow and adapt to new markets, advancements in technology, and regulatory conditions have enabled us to successfully develop and deliver our life-saving products for more than 30 years. Our capacity to adapt and thrive in a changing marketplace will define our path to future success as well. Embracing change is critical for ensuring the health and longevity of our business.

The global COVID-19 pandemic, increasing natural disasters, and supply chain disruptions over the past few years highlight the importance of proactively preparing for, addressing, and mitigating the world's growing challenges to benefit shareholders and society at large.

We are committed to taking action to address climate change and proactively work with our business partners to create a more sustainable, resilient future for our planet and the people living on it.

Strengthening Our Environmental Policy
Planning for a Sustainable Future
Building Supply Chain Resilience, Protecting Human Rights

Strengthening Our Environmental Policy

As a life sciences and healthcare company, we work tirelessly to promote health across the globe. We recognize that climate change affects the social and environmental determinants of health—clean air, safe drinking water, access to food and shelter, and protection from climate-related disasters made possible through functioning and equitable societies. Thus, we strive to deliver solutions that protect our colleagues and the environment by designing and implementing initiatives to limit energy and water consumption, waste, and greenhouse gas (GHG) emissions.

We are committed to:

- Minimizing our environmental footprint by seeking to reduce the impact of our operations by monitoring, reducing, and reporting the use of natural resources to protect the environment and communities in which we live and work.
- Establishing clear objectives and goals to monitor and continually improve our environmental performance.
- Investing in the necessary resources to live up to our commitments.
- Educating, training, and motivating Integra colleagues to work in an environmentally responsible manner.
- Engaging suppliers with responsible environmental practices that operate in compliance with applicable EHS requirements, including sustainable sourcing practices.

SOURCING SUSTAINABLE MATERIALS

The majority of Integra’s tissue and neurosurgical devices are implanted into the human body, and therefore opportunities for take-back or re-use of product are limited. Nonetheless, Integra will continually explore and evaluate additional opportunities for reusing and recycling our materials or products where possible. We are committed to driving adoption of a more circular business model to minimize waste and conserve valuable resources.

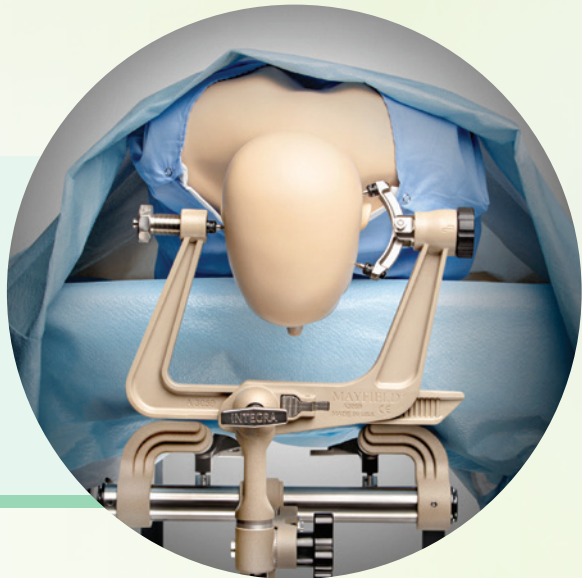
We have a service and repair organization that extends the life of the electromechanical devices we manufacture to the extent possible, including products in our tissue ablation (e.g., CUSA Clarity, CUSA Express), cranial stabilization (e.g., Mayfield), critical care monitoring systems (e.g., CereLink, ICP Express, Licox), head lamp (e.g., DUO), and handheld instrument portfolios.

Integra also has multiple waste reduction and recycling programs in place at our facilities. We recycle paper, packaging, and plastics, including computer and printer cartridges. We minimize paper consumption by promoting digital filing and maintaining double-sided printing as our default setting across the organization. Through vendor relationships, our products are eco-labeled and PEFC certified.

In 2021, approximately

33,000 DEVICES

were maintained through our service and repair facilities in the U.S., Germany, France, Australia, Japan and China.



Integra Japan holds an opening ceremony for its service and repair facility.

Planning for a Sustainable Future

We are proud of what we have achieved this year in making progress toward our sustainability goals, but we recognize that mitigating climate change requires consistent and continued collective action. There is more work to be done, which is why we have laid out a comprehensive plan for reaching key milestones in our environmental sustainability efforts moving forward.

YEAR
1

Develop our ESG strategy and roadmap

In 2021, we made significant strides towards addressing environmental issues in our business, identifying gaps in our current practices and outlining a clear strategy and roadmap for forward progress in the near and long term.

Calculate our Scope 1 and 2 emissions for future reductions

We took the first step in reducing our carbon emissions by calculating our Scope 1 direct emissions and Scope 2 indirect electricity use emissions from owned and leased facilities under our operational control. To ensure we took the most accurate approach to claiming and quantifying all our emissions, we will use 2021 as our baseline year. We believe 2021 to be the truest representation of our business-as-usual emissions, and we plan to employ abatement strategies to reduce our emissions in the future measured against this baseline. Our combined Scope 1 and 2 GHG emissions for 2021 were approximately 32,511 metric tons of carbon dioxide equivalent (MTCO₂e).

Managing energy use

Our 2021 energy use baseline was calculated to be 124,882 megawatt hours (MWh). Energy consumption includes all the Scope 1 and 2 activities including electricity, heating and cooling energy and fuel used by generators.

We plan to take a multi-faceted approach to abate our Scope 2 energy use in the coming years, including adopting measures to conserve electricity. For example, Integra has committed to installing energy-efficient lighting and using light motion sensors to help conserve energy and reduce GHG emissions throughout our global facilities. Many of our newer facilities in the U.S., Europe, and Asia have already adopted this practice and begun reducing their energy consumption. This initiative is led by Integra's global operations teams.

Additionally, our corporate headquarters facility located in Princeton, New Jersey, is Leadership in Energy and Environmental Design (LEED) certified. LEED is a globally recognized system that analyzes green building design and construction to ensure that buildings have a positive impact on people and the planet. Recently, our colleagues established a Green Team for the corporate headquarters to develop more sustainable practices at the site, and there are plans to roll out this model at other sites as well.

2021:
32,511
MT CO₂e

2021:
124,882
MWh



YEAR

2

Expand our Environmental Policy

While we currently have practices in place to manage and report on environmental metrics, responsibility for environmental management is decentralized and integrated into other areas of our business management teams and processes. Now that we have a formalized ESG strategy and roadmap in place, we will work to expand our company-wide environmental policy to ensure accountability and progress towards our environmental goals.

Screen and Calculate Scope 3 Footprint

We know that most of our GHG emissions occur through our expansive value chain, including a diverse network of suppliers, operators, and distribution centers. After calculating and reporting on our Scope 1 and 2 GHG emissions, our next step is to conduct a screening of our Scope 3 emissions to identify categories contributing the most significant emissions in our supply chain and calculate our Scope 3 GHG emissions baseline. This will allow us to understand our full emissions profile, improve data collection and tracking, refine emissions calculations, develop abatement plans to reduce our absolute emissions and emissions intensity across our direct and indirect operations, and set ambitious, achievable targets for reduction. We aim to conduct our initial Scope 3 emissions assessment in 2023.

YEAR

3

Set a Science-Based Target

In order to ensure a safe and healthy future for generations to come, Integra is committed to aligning with the goal set forth in the Paris Agreement to limit global warming to 1.5 degrees Celsius. We accept the responsibility not only for our direct emissions and energy use, but for emissions associated with our entire value chain to halt global warming. Once our Scope 3 footprint has been calculated, Integra will set a science-based target for reducing our Scope 1, 2, and 3 emissions. We expect to publish our targets by 2024.



Disclose to the Carbon Disclosure Project (CDP) and Task-Force for Climate-Related Financial Disclosures (TCFD)

Transparency and accountability are of paramount importance to Integra, as we pride ourselves on clear communication with our stakeholders and the public. We intend to disclose our environmental footprint and management approach through the Carbon Disclosure Project, a leading disclosure platform for publicly reporting and managing environmental impact. We understand that climate change and society's transition to a clean energy future pose both physical and transitional risks that Integra must anticipate, prepare for and mitigate, as well as opportunities we should be positioned to capture. In the spirit of transparency, our company also plans to disclose climate-related risks and opportunities through the Task Force on Climate Disclosures.



INTRODUCTION

EXCELLENCE

OUR PEOPLE
& TEAMWORK

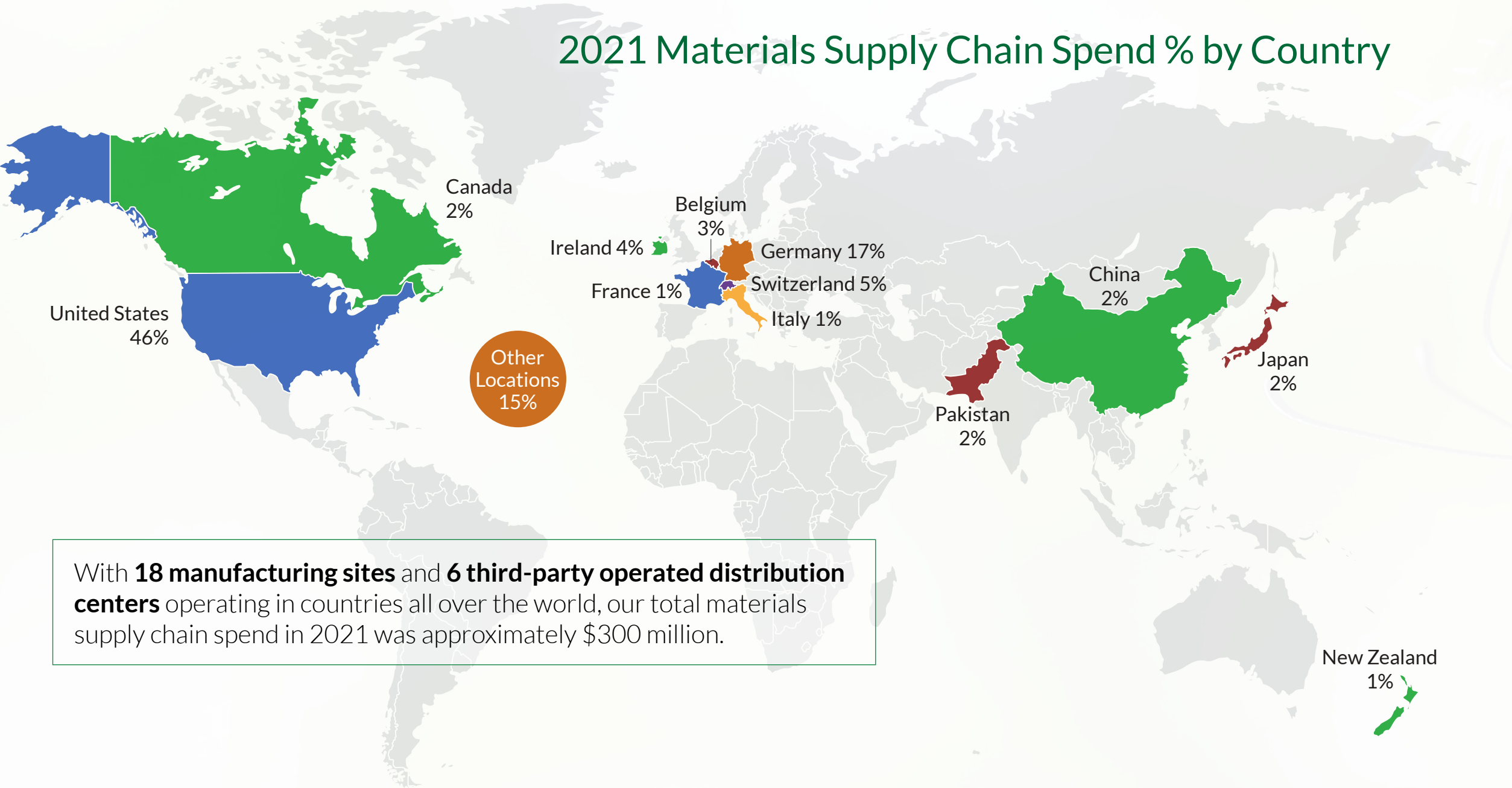
INTEGRITY &
DECISIVENESS

EMBRACING
CHANGE

INFORMATION
SUMMARY

Building Supply Chain Resilience, Protecting Human Rights

We would not be able to fulfill our mission of delivering quality products to our customers without the help of the supply chain partners from whom we source goods and services. Our supply chain encompasses a global base of suppliers, operations, distribution centers and transportation partners, which together enable us to deliver our medical device products to customers and patients in support of the advancement of neurosurgery and regenerative medicine.



With **18 manufacturing sites** and **6 third-party operated distribution centers** operating in countries all over the world, our total materials supply chain spend in 2021 was approximately \$300 million.

Integra takes a multifaceted approach to addressing and mitigating risks in our supply chain, including mechanisms for traceability, substantial due diligence, monitoring, and compliance policies.

ENSURING TRACEABILITY

We use a global enterprise resource planning system to track and retain data on our products through all stages of commerce, from the moment of manufacturing or supply through the time of customer purchase. Tracking all customer transactions through one system supports our efforts to ensure product quality and ethical sourcing.

DUE DILIGENCE, MONITORING, AND COMPLIANCE POLICIES

Our formal supply chain, third-party compliance program and comprehensive due diligence practices enable us to source materials and inputs responsibly. We have a dedicated director of supplier risk management to oversee our supply chain processes and manage areas of risk associated with our supply chain.

CONFLICT MINERALS

Integra complies with the conflict minerals reporting requirements of the Dodd-Frank Wall Street Reform and Consumer Protection Act, which requires public companies to conduct due diligence regarding the origin, source, and chain of custody of any conflict minerals utilized in our products, and to report on such due diligence activities.

We are taking steps to determine the use, country of origin, and source of conflict minerals in our supply chain, including but not limited to:

- Expecting all suppliers to take reasonable steps to assure that they are sourcing from conflict-free sources
- Requiring all suppliers to provide verification regarding the sourcing of conflict minerals from conflict-free sources
- Expecting all suppliers to implement policies and processes within their own supply chains in support of the due diligence requirements of Integra and the Dodd-Frank Act.

If a supplier is not adhering to our conflict minerals policy standards, we reserve the right to undertake remedial action with respect to that supplier, up to and including ending the business relationship. Our conflict minerals policy can be found at www.integralife.com.

OUR BUSINESS PARTNER CODE OF CONDUCT

We hold our employees to high standards of integrity and equity, and we expect our business partners to do the same. We have outlined our expectations for supplier ethics in our Business Partners Code of Conduct for business partners which applies to all organizations and individuals that are suppliers to, or third-party intermediaries for, Integra.

We expect our business partners to treat their employees and our employees with respect, promoting a healthy and safe workplace free from intimidation, retaliation, discrimination and harassment. Business partners must comply with all applicable employment laws and regulations, including, but not limited to, statutes that prohibit discrimination in the workplace.

Beyond our Business Partners Code of Conduct, we encourage our partners to establish stricter or more extensive requirements where appropriate. We reserve the right to change the requirements of the Business Partners Code of Conduct in accordance with changes in applicable laws, regulations, and/or Integra’s own standards, and we expect our business partners to adopt and comply with such changes.

OUR COMMITMENT TO HUMAN RIGHTS

We will not be complicit in any human rights violations, and we hold our suppliers and partners to this same high standard. Integra’s expectations are informed by international standards and conventions including, among others: the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the UN Global Compact, the Rio Declaration on Environment and Development, the UN Convention Against Corruption, the UN Conventions on Rights of the Child, and fundamental conventions of the International Labour Organization. We are committed to conducting our business with respect for human rights and in full compliance with all applicable laws and regulations.

We have several policies written within our Business Partners Code of Conduct to protect our workers from human rights violations, including rules regarding:

- **Child Labor:** Integra does not tolerate any form of child labor. We comply with all applicable local labor and employment laws regarding the employment of minors.
- **Forced Labor:** Integra firmly opposes all forms of slavery, servitude, forced labor and human trafficking, and prohibits modern slavery in our operations. Integra extends this position to our supply chain around the world.
- **Labor Standards:** Integra maintains labor standards including hours, conditions, wages, and overtime wage practices that comply with the laws in the locations in which we operate. Business partners must not require their employees to exceed maximum hours of work prescribed by law.

As set forth in our Business Partners Code of Conduct, we report significant risk or violations when known. Our company discontinues business with business partners should it become known that they are presenting significant risk of child labor or young workers exposed to hazardous work.



Information Summary

Forward Looking Statements
Global Reporting Initiative (GRI) Index
Sustainability Accounting Standards
Board (SASB) Index

Forward Looking Statements

This report includes “forward-looking” statements within the meaning of the applicable securities laws and regulations. Generally, these forward-looking statements are identified by words such as “anticipate,” “believe,” “commitment,” “continue,” “could,” “design,” “estimate,” “expect,” “forecast,” “future,” “goal,” “imply,” “intend,” “may,” “objective,” “opportunity,” “outlook,” “plan,” “policy,” “position,” “potential,” “predict,” “priority,” “project,” “seek,” “should,” “strategy,” “target,” “will,” “will be,” “would,” or other similar expressions that convey the uncertainty of future events or outcomes, although not all forward-looking statements contain these identifying words. These statements include statements relating to trends in or expectations relating to the effects of our existing and any future initiatives, strategies and plans, as well as trends in or expectations regarding our financial results, business and industry. It is important to note that the Company’s goals and expectations are not predictions of actual performance. Such forward-looking statements involve risks and uncertainties that could cause actual results to differ materially from predicted or expected results. Such risks and uncertainties include, but are not limited, to the following: the magnitude and duration of the COVID-19 pandemic and its effects on the Company’s employees, customers, patients, suppliers and distributors; the Company’s ability to execute its operating plan effectively; the Company’s ability to achieve anticipated growth rates, margins and scale and execute its strategy generally, including the Company’s ability to manufacture and ship sufficient quantities of its products to meet its customers’ demands and the ability of third-party suppliers to supply the Company with raw materials and finished products; physicians’ willingness to adopt and third-party payors’ willingness to provide or maintain reimbursement for the Company’s recently launched, planned and existing products; initiatives launched by the Company’s competitors; downward pricing pressures from customers; the Company’s ability to remediate quality systems violations; fluctuations in hospitals’ spending for capital equipment; the Company’s ability to obtain and comply with relevant third party and/or regulatory approvals, including regulatory approval for products in development; the Company’s ability to successfully implement its sustainable energy and emission reduction principles, strategies and initiatives and realize the expected benefits thereof; the development and competitiveness of sustainable energy and emission reduction technologies; unforeseen technical or operating difficulties; new U.S. and foreign government laws and regulations, and changes in existing laws, regulations and enforcement guidance (including those caused by public health issues and outbreaks), which affect areas of our

operations including, but not limited to, those affecting the health care industry, including the EU Medical Devices Regulation; the geographic distribution of where the Company generates its taxable income; fluctuations in foreign currency exchange rates; the amount of our bank borrowings outstanding and other factors influencing liquidity; potential negative impacts resulting from environmental, social and governance and sustainability related matters; and the economic, competitive, governmental, technological, and other risk factors and uncertainties identified under the heading “Risk Factors” included in Item 1A of Integra’s Annual Report on Form 10-K for the year ended December 31, 2021, its quarterly Form 10-Q filings and other filings made with the U.S. Securities and Exchange Commission (“SEC”) from time to time.

Integra undertakes no obligation to update any forward-looking statement except to the extent required by applicable law. Copies of Integra’s Form 10-K, Forms 10-Q and other SEC filings are available on the SEC’s website, Integra’s website at <https://investor.integralife.com> or by contacting Integra’s Investor Relations office.

This report describes those topics which we consider to be the most important to stakeholders when evaluating environmental, social, and governance issues at Integra. Accordingly, the concept of materiality in this report is not intended to correspond to the concept of materiality under the U.S. securities laws and/or disclosures required by the SEC.

Global Reporting Initiative (GRI) Index

This ESG report has been prepared in alignment with the 2016 GRI standards which have been in effect throughout preparation and submission to GRI as of September 2022. The following tables provide an index of GRI-aligned KPIs addressed throughout the report. Table 1 provides metrics satisfying GRI’s General Disclosures (GRI-102) section. Table 2 enumerates GRI-aligned KPIs we identified through a comprehensive materiality assessment conducted during 2021.

TABLE 1: GENERAL DISCLOSURES

CODE	BRIEF REQUIREMENT	RESPONSE/REFERENCE
Organizational Profile		
102-1	Name of the organization	Integra LifeSciences Holdings Corporation
102-2	Activities, brands, products and services	Our Business and Brands Integra LifeSciences Overview
102-3	Location of headquarters	1100 Campus Road Princeton, NJ 08540
102-4	Location of operations	Integra LifeSciences 10-K page 4
102-5	Ownership and legal form	Integra LifeSciences 10-K page 1
102-6	Markets served	Our Business and Brands Integra LifeSciences 10-K page 4
102-7	Scale of the organization	Integra LifeSciences 10-K page 4
102-8	Information on employees and other workers	Integra LifeSciences 10-K Workforce Demographics, Gender Diversity page 12,13 Prioritizing Diversity and Inclusion
102-9	Supply chain	Building Supply Chain Resilience, Protecting Human Rights
102-10	Significant changes to the organization and its supply chain	This is Integra’s Inaugural ESG report. Integra plans to report on and disclose any changes to the organization or supply chain in subsequent reports.

CODE	BRIEF REQUIREMENT	RESPONSE/REFERENCE
102-11	Precautionary Principle or approach	Corporate Governance ESG Strategy and Roadmap Strengthening Our Environmental Policy
102-12	External initiatives	SASB; GRI
102-13	Membership associations	Business Ethics
Strategy		
102-14	Statement from senior decision-maker	Message from our CEO
102-15	Key impacts, risks and opportunities	Integra LifeSciences 10-K Risk Factors page 16
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	Integra LifeSciences Overview Integra LifeSciences 10-K page 4
102-17	Mechanism for advice and concerns about ethics	Business Ethics
Governance		
102-18	Governance structure	Corporate Governance
102-19	Delegating authority	Corporate Governance
102-20	Executive-level responsibility for economic, environmental, and social topics	Corporate Governance
102-21	Consulting stakeholders on economic, environmental, and social topics	Corporate Governance ESG Strategy and Roadmap
102-22	Composition of the highest governance body and its committees	2022 Proxy Statement Board Diversity Matrix (page 10). Corporate Governance

CODE	BRIEF REQUIREMENT	RESPONSE/REFERENCE
102-23	Chair of the highest governance body	STUART M. ESSIG, PH.D., is Integra's Chairman of the Board of Directors. The Board of Directors has determined that all of the Company's directors, except for Mr. De Witte, are independent, as defined by the applicable NASDAQ Stock Market listing standards and the rules of the Securities and Exchange Commission (SEC). 2022 Proxy Statement Information Concerning Meetings, Executive Sessions and Director Independence (page 16) Corporate Governance
102-24	Nominating and selecting the highest governance body	2022 Proxy Statement Criteria for Board Member and Director Qualifications (page 2)
102-25	Conflicts of interest	Business Ethics Code of Conduct
102-26	Role of highest governance body in setting purpose, values and strategy	Corporate Governance 2022 Proxy Statement the Board's Role in Risk Oversight for more information (page 20)
102-27	Collective knowledge on highest governance body	Corporate Governance
102-28	Evaluating the highest governance body's performance	2022 Proxy Statement Board Evaluations and Succession Planning (page 18) Corporate Governance
102-29	Identifying and managing economic, environmental, and social impacts	Corporate Governance
102-30	Effectiveness of risk management processes	Corporate Governance
102-31	Review of economic, environmental, and social topics	Corporate Governance
102-32	Highest governance body's role in sustainability reporting	Corporate Governance
102-33	Communicating critical concerns	Corporate Governance

CODE	BRIEF REQUIREMENT	RESPONSE/REFERENCE
102-35	Remuneration policies	2022 Proxy Statement Compensation Discussion and Analysis section (Page 24)
102-36	Process for determining remuneration	2022 Proxy Statement Compensation Discussion and Analysis section (Page 24) Corporate Governance
102-37	Stakeholders' involvement in remuneration	2022 Proxy Statement Compensation Discussion and Analysis section (Page 24) Corporate Governance
102-38	Annual total compensation ratio	2022 Proxy Statement section Compensation Discussion and Analysis section (Page 24)
Stakeholder Engagement		
102-40	List of stakeholder groups	ESG Strategy and Roadmap
102-42	Identifying and selecting stakeholders	ESG Strategy and Roadmap
102-43	Approach to stakeholder engagement	ESG Strategy and Roadmap
102-44	Key topics and concerns raised	ESG Strategy and Roadmap
Reporting Practice		
102-45	Entities included in the consolidated financial statements	About this Report
102-46	Defining report content and topic Boundaries	About this Report ESG Strategy and Roadmap
102-47	List of material topics	ESG Strategy and Roadmap
102-48	Restatements of information	Not Applicable
102-49	Changes in reporting	This is Integra's inaugural ESG report. We plan to disclose and report on any changes made to our material topics in subsequent years.

CODE	BRIEF REQUIREMENT	RESPONSE/REFERENCE
102-50	Reporting period	Unless otherwise stated, all performance reporting covers fiscal year 2021 (FY21), from January 1 to December 31, 2021. About this Report
102-51	Date of most recent report	September 2022
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	ESG@integralife.com
102-54	Claims of reporting in accordance with the GRI standards	This report is prepared in alignment with the GRI Standards.
102-55	GRI content index	GRI-aligned Index
102-56	External assurance	This report has not been independently verified. We have processes for internally validating data provided in this report.

TABLE 2: TOPIC-SPECIFIC DISCLOSURES

CODE	BRIEF REQUIREMENT	RESPONSE/REFERENCE
Governance		
102-16	Values, principles, standards, and norms of behavior	Integra LifeSciences Overview
102-18	Governance structure	Corporate Governance
102-19	Delegating authority	Corporate Governance
102-20	Executive-level responsibility for economic, environmental, and social topics	
102-21	Consulting stakeholders on economic, environmental, and social topics	Corporate Governance ESG Strategy and Roadmap
102-22	Composition of the highest governance body and its committees	2022 Proxy Statement Board Diversity Matrix (page 10) Corporate Governance
102-23	Chair of the highest governance body	STUART M. ESSIG, PH.D., is Integra’s Chairman of the Board of Directors. The Board of Directors has determined that all of the Company’s directors, except for Mr. De Witte, are independent, as defined by the applicable NASDAQ Stock Market listing standards and the rules of the Securities and Exchange Commission (SEC). 2022 Proxy Statement Information Concerning Meetings, Executive Sessions and Director Independence (page 16) Corporate Governance
102-24	Nominating and selecting the highest governance body	2022 Proxy Statement Criteria for Board Member and Director Qualifications (page 2)
102-25	Conflicts of interest	Code of Conduct Business Ethics

CODE	BRIEF REQUIREMENT	RESPONSE/REFERENCE
102-26	Role of highest governance body in setting purpose, values, and strategy	Corporate Governance 2022 Proxy Statement the Board’s Role in Risk Oversight for more information (page 20)
102-27	Collective knowledge on highest governance body	Corporate Governance
102-28	Evaluating the highest governance body’s performance	2022 Proxy Statement Board Evaluations and Succession Planning (page 18) Corporate Governance
102-29	Identifying and managing economic, environmental, and social impacts	Corporate Governance
102-30	Effectiveness of risk management processes	
102-31	Review of economic, environmental, and social topics	
102-32	Highest governance body’s role in reviewing sustainability reporting	
102-33	Communicating critical concerns	
102-35	Remuneration policies	2022 Proxy Statement Compensation Discussion and Analysis section (Page 24)
102-36	Process for determining remuneration	2022 Proxy Statement Compensation Discussion and Analysis section (Page 24) Corporate Governance
102-37	Stakeholders’ involvement in remuneration	2022 Proxy Statement section Compensation Discussion and Analysis section (Page 24) Corporate Governance
102-38	Annual total compensation ratio	2022 Proxy Statement section Compensation Discussion and Analysis section (Page 24)

CODE	BRIEF REQUIREMENT	RESPONSE/REFERENCE
Supply Chain		
102-9	Supply chain	Building Supply Chain Resilience, Protecting Human Rights
Anti-corruption		
205-02	Communication and training about anti-corruption policies and procedures	Code of Conduct Code of Conduct for Business Partners Business Ethics
Environmental		
302-1	Energy consumption within the organization	Integra LifeScience’s energy consumption for 2021: Total Energy consumption – 124,882 megawatt hours (MWh) 1. Renewable energy - 0 units 2. Non-renewable energy- 124,882 MWh a. In joules, watt-hours or multiples, the total: i. Electricity consumption – 59,277 MWh ii. Heating consumption- 65,604 MWh
302-3	Energy Intensity Ratio	The 2021 energy intensity ratio is 80.96 MWh/\$ million of revenue. 2021 revenue \$1.542 billion Planning for a Sustainable Future
302-4	Reduction of energy consumption	Planning for a Sustainable Future
305-1	Direct (Scope 1) GHG emissions	2021 Integra Scope 1 emissions: 13,902 metric tons of carbon dioxide equivalent (MTCO2e)
305-2	Energy indirect (Scope 2) GHG Emissions	2021 Integra Scope 2 emissions: (location-based) 18,249 MTCO2e 2021 Integra Scope 2 emissions: (market based) 18,609 MTCO2e
305-3	Other indirect (Scope 3) GHG emissions	Planning for a Sustainable Future

CODE	BRIEF REQUIREMENT	RESPONSE/REFERENCE
305-4	GHG emissions intensity	2021 Integra emissions intensity ratio for Scope 1 and 2 (market based) GHG emissions is 21.08 MTCO2e/\$ million of revenue. 2021 revenue \$1.542 billion Planning for a Sustainable Future
305-5	Reduction of GHG emissions	Planning for a Sustainable Future
Occupational Health and Safety		
403-1	Occupational health and safety management system	Ensuring Employee Health, Safety, and Wellness
403-2	Hazard identification, risk assessment, and incident investigation	Ensuring Employee Health, Safety, and Wellness
403-3	Occupational health services	Ensuring Employee Health, Safety, and Wellness
403-4	Worker participation, consultation, and communication on occupational health and safety	Ensuring Employee Health, Safety, and Wellness
403-5	Worker training on occupational health and safety	Ensuring Employee Health, Safety, and Wellness
403-6	Promotion of worker health	Ensuring Employee Health, Safety, and Wellness
403-7	Organization’s approach to mitigate OHS impacts lined to operations, products or services	Protecting Customers and Patients Ensuring Employee Health, Safety, and Wellness
403-8	Workers covered by an occupational health and safety management system	All employees are covered by an occupational health and safety management system.

CODE	BRIEF REQUIREMENT	RESPONSE/REFERENCE
Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	<p>Percentage of individuals within the Board of Directors in each of the following diversity categories:</p> <p>a) Male - 67 % b) Female - 33 % c) 30 to 50 age - 11 % d) over 50 age - 89%</p> <p>Number of employees per employee category in each of the following diversity categories:</p> <p>a) Full & Part time employees – 3,800 approximately b) contingent, subcontracted, and outsourced partners – 900</p> <p>Gender Diversity:</p> <p>a) 48% female b) 52% male</p> <p>Breakdown of employees per nationality</p> <p>a) United States – 65% b) Europe, Middle East, and Africa - 23% c) Latin America and Canada – 4% d) Asia Pacific (Includes Australia and New Zealand) – 8%</p>
Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>Code of Conduct</p> <p>Code of Conduct for Business Partners</p> <p>Building Supply Chain Resilience, Protecting Human Rights</p>
Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	<p>Business Ethics</p> <p>Code of Conduct for Business Partners</p> <p>Building Supply Chain Resilience, Protecting Human Rights</p>

CODE	BRIEF REQUIREMENT	RESPONSE/REFERENCE
Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk of forced or compulsory labor	<p>Business Ethics</p> <p>Code of Conduct for Business Partners</p> <p>Building Supply Chain Resilience, Protecting Human Rights</p>
Human Rights and Community Relations		
412-1	Operations that have been subject to human rights reviews or impact assessments	None
412-2	Employee training on human rights policies or procedures	All employees (new hires and ongoing) receive training on our Code of Conduct.

Sustainability Accounting Standards Board (SASB) Index

This ESG report has been prepared in alignment with the SASB Healthcare Medical Equipment & Supplies industry standards.

CODE	BRIEF REQUIREMENT	RESPONSE/REFERENCE
Affordability & Pricing		
HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents	Affordability and Access
Product Safety		
HC-MS-250a.1	Number of recalls issued; total units recalled	Reporting and Auditing Information on recalls is available at this FDA link: Medical Device Recalls In 2021, Integra had zero Class I recalls.
HC-MS-250a.2	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	There were no listings relevant to our products on the FDA's MedWatch Safety Alerts for Human Medical Products database in 2021.
HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	There were zero notices of enforcement action from the FDA in 2021.

CODE	BRIEF REQUIREMENT	RESPONSE/REFERENCE
Ethical Marketing		
HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	Business Ethics Code of Conduct
Product Design & Lifecycle Management		
HC-MS-410a.1	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	Protecting Customers and Patients Integra has formal processes and procedures to assess and manage environmental and human health considerations associated with chemicals in our products, and continually assesses products for compliance with all pertinent local and international regulations across our global operations. Throughout the design phase and before commercialization, products are developed in conjunction with the biological safety requirements ISO 10993-1.
HC-MS-410a.2	Total amount of products accepted for taken back and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	Strengthening Our Environmental Policy



CODE	BRIEF REQUIREMENT	RESPONSE/REFERENCE
Supply Chain Management		
HC-MS-430a.1	Percentage of (1) entity’s facilities and (2) Tier I suppliers’ facilities participating in third-party audit programs for manufacturing and product quality	Building Supply Chain Resilience, Protecting Human Rights
HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	
HC-MS-430a.3	Description of the management of risks associated with the use of critical materials.	
Business Ethics		
HC-MS-510a.2.	Description of code of ethics governing interactions with health providers.	Business Ethics Code of Conduct



Integra LifeSciences
1100 Campus Road
Princeton, NJ 08540
www.integralife.com

We welcome your comments and questions regarding this report. Please contact us at: ESG@integralife.com.