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- Our Purpose, Vision, and Values
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- We Do What's Right for Our People
- We Do What's Right for Our Customers
- We Do What's Right for Our Company
- We Do What's Right for Our Communities
- Conclusion and Resources



A Message from Chairman and CEO Stuart Essig

At Integra LifeSciences, our purpose is clear: restoring lives. Since 1989, we have built a portfolio of innovative solutions in specialty surgery and tissue reconstruction that healthcare professionals around the world trust to improve patient outcomes.

Our corporate values define who we are and guide every decision we make for our patients, customers, employees, and communities. We innovate for outcomes, collaborate to win, live quality, champion our people, and hold ourselves accountable in everything we do.

Our Code of Conduct is the foundation of how we operate and reflects our commitment to the highest standards of ethics and integrity. It guides us in acting with transparency, accountability, and respect while aligning our actions with industry and regulatory standards. Every employee represents Integra LifeSciences and plays a role in protecting and strengthening our reputation. Healthcare professionals around the world depend on our people and products to help advance patient care—a responsibility we take seriously.

By living our values and following this Code every day, we turn principles into action and help build a future defined by trust, innovation, and excellence.

Stuart Essig
Chairman and CEO

OUR PURPOSE: Restoring Lives

OUR VISION:
Advancing transformational care,
delivering impactful innovation,
and enriching life moments



OUR VALUES

Innovate for outcomes

We think boldly, act purposefully, and create products and solutions that deliver meaningful impact

Collaborate to win

We work with a ‘One Integra’ mindset to build trust and create success together

Live quality

We drive the highest standards of integrity, quality, and compliance

Champion our people

We listen actively, cultivate development, and foster belonging

Be accountable

We set clear expectations, take ownership of outcomes, and execute with decisiveness



We Follow Our Code

The Basics

Purpose of the Code

Applicability

What Happens
If We Don't Comply?

Our Responsibilities

We Are All Responsible

Managers Have Special
Responsibilities

We Comply with Applicable
Laws and Regulations

We Make Ethical Decisions

Our Global Compliance Program

We Speak Up

No Retaliation

The Basics

Purpose of the Code

Our values set the foundation for the way we operate, though they may not answer every question that arises at work. The Code of Conduct fills that gap. It helps us put our principles into practice and make ethical decisions every day.



Applicability

At Integra LifeSciences, we collaborate to win and work with a ‘One Integra’ mindset. All of us must follow our Code. Integrity at every level sets us apart.

This Code applies to all employees, including officers and directors. We also expect contractors, suppliers, and other third parties acting on behalf of Integra LifeSciences to meet the same standards of ethics and compliance outlined in our Code.

What Happens If We Don't Comply?

Integra LifeSciences takes any violations of our Code seriously. We conduct fair and prompt investigations of reported misconduct. If an employee violates our Code, we will take appropriate action. Serious violations may result in termination of employment. In some cases, violations may also lead to legal consequences for the company, the individuals involved, or both.

Our Responsibilities

We Are All Responsible

We drive the highest standards of integrity, quality, and compliance. Our ‘One Integra’ mindset means we achieve more by working together with integrity.

We each commit to:

- Meeting our standards, as set out in our Code
- Never compromising our values to achieve our goals
- Understanding and following our Code, policies and procedures, and all applicable laws
- Speaking up if we think someone is not following our Code, or if we have witnessed a breach of our Code
- Asking for help if we are unsure about the right thing to do



Managers Have Special Responsibilities

Managers play a critical role. We rely on managers to be decisive as we change and grow. They must foster a culture of ethics and integrity and lead by example. Managers must:

- Serve as role models and demonstrate the standards expected of others
- Encourage their teams to raise concerns without hesitation
- Listen carefully to concerns and address them promptly
- Clearly reinforce that ethical conduct is never compromised for business results
- Never retaliate against anyone who raises a concern, and prevent retaliation by others

We Comply with Applicable Laws and Regulations



As a publicly traded global medical technology leader, Integra LifeSciences must follow numerous laws and regulations. Our reputation, integrity, and trustworthiness depend on complying with them. Our rigorous compliance program supports this commitment (see [Our Global Compliance Program](#)).

We have adopted the AdvaMed Code of Ethics, the MedTech Europe Code of Ethical Business Practice, the European Medical Devices Regulation, and other regional and local codes of ethics. These standards guide our conduct wherever we operate.

We comply with every law that applies to us, whether or not it is discussed in our Code or policies. Local management must understand and follow local laws. Seek advice from the Law Department or Global Compliance Department if you have questions.

We Make Ethical Decisions

Our actions matter. The choices we make reflect our values and shape the trust others place in us. Because our work is complex, the right answer may not always be clear. When you feel unsure, pause and take time to think it through. Use the decision tree below to guide your thinking and help you choose the right course of action.

Where to Turn

If you're unsure about anything, reach out to:

Your Manager | The Law Department | The Global Compliance Department | The Chief Compliance Officer



When we make decisions guided by our values, we drive a culture rooted in the highest standards of integrity, quality, and compliance, ensuring a strong foundation to restore lives.

Never hesitate to seek advice.

Our Global Compliance Program

Our Global Compliance Program helps us follow the law, our Code, and our company policies. Our Code of Conduct is a key part of this program and guides how we act every day. The program is led by the Chief Compliance Officer and supported by the Compliance Committee.

The Chief Compliance Officer:

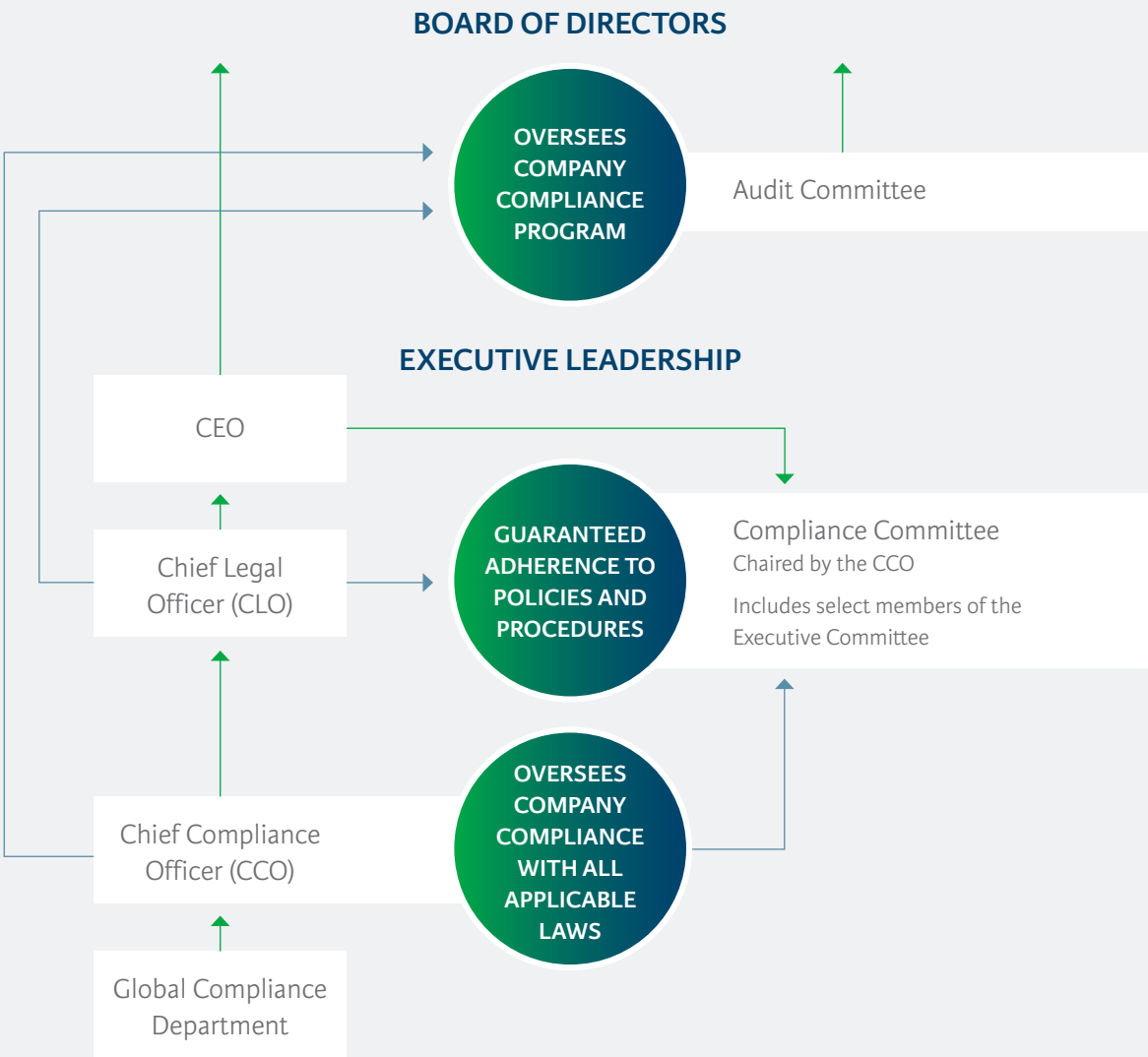
- Oversees compliance with laws, our Code, and company policies
- Reviews compliance risks
- Directs investigations into possible misconduct
- Reports serious issues to leadership and the board of directors
- Monitors how well we follow our policies

The Compliance Committee:

- Oversees how well the compliance program works
- Monitors changes in laws and industry standards
- Reviews compliance risks and major issues

Oversight Governance Structure

The chart below illustrates the reporting relationship between our board, executive leadership, and compliance organization with regard to managing compliance activities.





We Speak Up

We speak up when something does not feel right. Our Code cannot address every situation, so we rely on good judgment and honest communication. If you have a question or concern, raise it.

How We Speak Up

You can speak with:

- Your manager
- Human Resources
- The Law Department
- The Chief Compliance Officer

You may use the Integra Ethics Hotline:

- Online: www.integralife.com/ethicspoint
- Operated by an independent company
- Available 24 hours a day, seven days a week

When you report a concern, include:

- Who was involved
- What happened
- Where it occurred
- When it occurred

The company reviews all reports promptly and fairly. We may refer concerns about workplace matters to Human Resources. If a violation is found, we take appropriate action. When you report a concern through the hotline, you will receive a report number so you can follow up or provide more information. Reports are reviewed by the appropriate teams, including the Global Compliance Department or Human Resources, depending on the issue. If needed, we take corrective or disciplinary action.

At Integra LifeSciences, we cooperate fully with internal and external investigations. We do not make false or misleading statements or interfere with any audit, inspection, or investigation. The company also expects everyone involved to cooperate and keep information confidential.

No Retaliation

We do not tolerate retaliation against anyone who raises a concern in good faith or participates in an investigation. Retaliation can include:

- Termination, demotion, or suspension
- Denial of benefits
- Threats or intimidation
- Negative performance reviews
- Exclusion from meetings or projects

If you believe you or someone else is experiencing retaliation, report it immediately.

Speaking up protects you, your team, and our company.



Our Purpose, Vision,
and Values

We Follow Our Code

We Do What's Right
for Our People

We Do What's Right
for Our Customers

We Do What's Right
for Our Company

We Do What's Right
for Our Communities

Conclusion and Resources

 Speak Up



We Do What's Right for Our People

We Maintain a Safe, Healthy,
and Secure Workplace

We Deliver Safe and
High-Quality Products

We Embrace Inclusion
and Belonging

We Prevent Harassment
and Discrimination

We Safeguard Personal
and Company Data

We Maintain a Safe, Healthy, and Secure Workplace

What We Stand For

We are committed to providing a safe, healthy, and secure workplace for our employees, contractors, and communities where we operate.

Why It Matters

We are a global medical technology leader dedicated to restoring lives. Healthcare professionals depend on our products. We cannot deliver safe, high-quality products unless we work in a safe environment. Protecting our people protects our business.



How We Do the Right Thing

To maintain a safe, healthy, and secure workplace, we:

- Comply with all environmental, health, safety, and security (EHS&S) laws and company standards
- Identify and manage workplace risks
- Use the resources and training provided to work safely
- Report unsafe conditions or concerns promptly

How Should a Safety Concern Be Reported?

If you see something unsafe, speak with your manager or contact the Environmental Health Safety & Security Department.

RESOURCES:

Environmental Health & Safety Policy
Integra - Technology Acceptable Use Policy

We Deliver Safe and High-Quality Products

What We Stand For

We think boldly, act purposefully, and create products and solutions that deliver meaningful impact. We design and deliver products that are safe, effective, and reliable. We never compromise on quality or compliance.

Why It Matters

We live quality and maintain the highest standards. Healthcare professionals rely on our products to care for patients. Quality and safety must guide everything we do, because enriching life moments depends on it.



How We Do the Right Thing

To ensure we deliver safe, high-quality products, we:

- Follow all quality procedures, policies, and regulations
- Never bypass quality controls
- Report quality or safety concerns immediately
- Communicate openly with customers about product performance
- Promote safety and quality in all places we make our products

We Make Products That Are Used to Restore Lives

Quality is at the core of what we do. Our Quality Organization stands on these four principles:

- We restore lives by providing life-saving products that are safe and effective.
- We are committed to continuous improvement. This applies to our Quality Management System, our products, and our services.
- We meet all regulatory requirements.
- We strive to meet the needs of our customers and partners. Our goal is total customer satisfaction.

What Are Best Practices for Ensuring Quality?

Integra LifeSciences restores lives by providing safe, effective, life-saving products. We are committed to continuous improvement.

Many laws and regulations govern our work. These include:

- Good Manufacturing Practices (GMPs)
- Quality Management System Regulations (QMSRs)
- Good Laboratory Practices (GLPs)
- Good Tissue Practices (GTPs)
- Good Clinical Practices (GCPs)

RESOURCES:
Quality Policy

We Embrace Inclusion and Belonging

What We Stand For

We do our best work when everyone feels respected, valued, and included.

Why It Matters

Our customers and partners and the patients they serve come from many backgrounds. When we welcome different experiences and perspectives, we make better decisions and deliver better results.



How We Do the Right Thing

We embrace inclusion and belonging when we:

- Build teams with diverse skills, experiences, and perspectives
- Listen to others with respect
- Encourage open dialogue
- Speak up if we see behavior that excludes or disrespects others

RESOURCES:

Culture and Engagement

We Prevent Harassment and Discrimination

What We Stand For

We treat each other with respect and dignity. We do not tolerate harassment or discrimination of any kind.

Why It Matters

To champion our people, we listen actively, cultivate development, and foster belonging. We treat each other with dignity and respect. We are all responsible for creating a workplace where no employee feels harassed or discriminated against.



How We Do the Right Thing

We prevent harassment and discrimination when we:

- Treat others fairly and focus on performance and qualifications
- Make decisions about hiring, pay, training, discipline, and promotion based on merit
- Avoid behavior that intimidates, humiliates, excludes, or targets others
- Do not discriminate based on protected characteristics, such as:
 - Race
 - Color
 - Gender
 - Religion
 - Age
 - National origin
 - Sexual orientation
 - Disability
 - Military or veteran status
 - Marital status
 - Any other characteristic protected by law
- Speak up if we see harassment or offensive conduct

What Is Harassment?

Harassment is defined as any unwelcome conduct. It can include acts that shame people based on their identity, as well as sexual conduct.

Examples include:

- Offensive comments about a protected characteristic, such as race, nationality, gender identity, or religion
- Making comments about someone's body
- Inappropriate physical contact
- Offering work opportunities in exchange for sexual favors
- Using insulting or sexually suggestive words to describe someone
- Sharing or displaying sexually oriented content
- Making sexual or offensive jokes

RESOURCES:

Anti-Harassment Policy

We Safeguard Personal and Company Data

What We Stand For

We protect personal and company data. Safeguarding information maintains trust and protects our business. This applies to employee data as well as data we gather from customers and partners.

Why It Matters

In our work, we may handle personal data about employees, customers, partners, and patients. They have legal rights regarding this information, and we are responsible for protecting it. Protecting company data also helps secure our intellectual property and daily operations.



How We Do the Right Thing

We safeguard personal and company data when we:

- Follow privacy and data protection laws
- Protect personally identifiable information (PII) and patient healthcare information (PHI)
- Access and use data only for legitimate business purposes
- Protect data when collecting, storing, sharing, and deleting it
- Share data only with those who have a business need and proper authorization
- Report suspected data breaches immediately

What Is Personal Information in Healthcare?

Personal information is any data that can identify a person, either by itself or in combination with other data.

Examples include:

- | | |
|-------------------------------------|---------------------------------|
| • Name | • Email or home address |
| • Date of birth | • Medical or health information |
| • Government or employee ID numbers | • Clinical trial data |

What Is a Personal Data Breach?

A personal data breach occurs when personal information is either lost or is accessed, shared, or changed without authorization.

Examples include:

- Sending PII or PHI to the wrong person
- Losing a device that contains sensitive data
- Gaining or allowing unauthorized access to personal data
- Changing data without approval

If you believe a personal data breach has occurred, contact the Global Information Security team and the Global Compliance Department right away.

RESOURCES:

Data Privacy Policy
Data Classification Matrix
Integra Cross Border Transfer Policy
HIPAA Privacy Policy



We Do What's Right for Our Customers

[We Prevent Bribery and
Corruption](#)

[We Compete
Honestly and Fairly](#)

[We Market Our
Products Honestly](#)

[We Comply with
International Trade Laws](#)

[We Ensure Our Suppliers
Uphold Our High Standards](#)

We Prevent Bribery and Corruption

What We Stand For

We win business based on the quality of our products and the integrity of our people. We do not offer or accept bribes.

Why It Matters

Bribery and corruption undermine trust and harm the communities where we operate. They are illegal and can lead to serious penalties for both the company and individuals.



How We Do the Right Thing

We prevent bribery and corruption when we:

- Never offer, promise, or give anything of value to a government official, healthcare professional, or anyone else in order to gain a business advantage
- Never request or accept a bribe
- Do not use third parties to make improper payments on our behalf
- Follow Integra's Global Travel and Expense Policy
- Record all payments and expenses accurately
- Speak up if we suspect bribery or corruption

RESOURCES:

International "Outside U.S." Anti-Corruption Policy
Global Travel and Expense Policy
Global Healthcare Professional (HCP) Meals, Gifts and Entertainment Policy

We Prevent Bribery and Corruption (continued)



Government Officials and Healthcare Professionals

Special rules apply when working with government officials and healthcare professionals (HCPs). In some countries, healthcare professionals work for government-run institutions and may be treated as government officials under the law.

We do not provide gifts or anything of value to public or government officials.

If you are unsure whether someone is considered a government official, contact the Law Department or Global Compliance Department.

What Do These Terms Mean?

- **Bribe** – Anything of value offered to influence a decision or gain an unfair advantage
- **Kickback** – A payment or benefit given in return for awarding or directing business
- **Facilitating payment** – A small, unofficial payment made to speed up a routine government action. These payments are prohibited, even if they are common practice in some places.

“Anything of value” can include:

- Cash or cash equivalents
- Gifts, meals, or entertainment
- Travel or lodging
- Job offers or internships
- Charitable donations

We Compete Honestly and Fairly

What We Stand For

We win business by delivering excellent, innovative solutions that drive meaningful outcomes. We compete in ways that reflect our values and comply with the law. We do not engage in unfair or improper practices.

Why It Matters

Fair competition laws protect customers and promote innovation. Following these laws strengthens trust and supports fair markets. Violations can result in serious penalties for both the company and individuals.



How We Do the Right Thing

We compete honestly and fairly when we:

- Deal fairly with customers, suppliers, and competitors
- Do not discuss with competitors topics such as pricing, contracts, or the way we divide markets
- Do not make false claims about our competitors
- Refuse to participate in anti-competitive practices, such as price fixing and bid rigging
- Report to the Chief Compliance Officer any attempts made by competitors to make illegal agreements
- Seek advice from the Law Department or the Global Compliance Department if we are unsure about a situation with a competitor

What Is Competitive Intelligence?

We may gather information about competitors, but we must do so lawfully and ethically. We:

- Use publicly available information
- Respect confidentiality and nondisclosure agreements
- Never ask competitors, customers, or former employees for confidential information
- Respect intellectual property rights

We Market Our Products Honestly

What We Stand For

We provide accurate and truthful information about our products. We take pride in our vision and do not mislead customers or healthcare professionals.

Why It Matters

Customers rely on our information to make informed decisions. Claims that are misleading can harm patients, damage trust, and violate the law.



How We Do the Right Thing

We market our products honestly when we:

- Follow all laws and policies for labeling, advertising, and marketing
- Make claims that are accurate and supported by evidence
- Promote our products only for approved uses, not off-label ones
- Provide truthful information about pricing and reimbursement
- Do not make false or misleading claims about our competitors

If you are unsure whether a claim is appropriate, speak with the Law Department, Global Compliance Department, or Regulatory Team.

RESOURCES:

Quality Policy
Advertising and Promotional Policy

We Comply with International Trade Laws

What We Stand For

We follow trade laws wherever we do business. We move our products across borders responsibly and legally.

Why It Matters

Trade laws govern how goods, services, and technology move across borders. As a global company, we are responsible for understanding and following these laws. Violations can result in fines, loss of business privileges, and other serious consequences.



How We Do the Right Thing

We comply with international trade laws when we:

- Understand the import and export rules that apply to our work
- Perform due diligence on third parties
- Ensure products are shipped only to approved destinations
- Contact the Global Compliance Department and Law Department if asked to participate in a prohibited boycott
- Keep accurate records of imports and exports

If you are unsure about trade requirements, seek guidance from Trade Compliance before taking action.

RESOURCES:
[Home - Trade Compliance](#)

We Ensure Our Suppliers Uphold Our High Standards

What We Stand For

We expect our suppliers and business partners to meet the same standards of integrity, quality, and compliance that we follow.

Why It Matters

When we live quality, we expect there to be safe, compliant practices throughout our supply chain. Because we are accountable, we take responsibility for the conduct of the suppliers we choose. Our customers rely on us to get this right.



How We Do the Right Thing

We ensure our suppliers uphold our high standards when we:

- Choose suppliers through an open and fair process
- Communicate our expectations clearly
- Monitor supplier performance and compliance
- Address concerns promptly
- Do not work with suppliers who fail to meet our standards

If you have concerns about a supplier's conduct, report them to your manager or the Chief Compliance Officer.

RESOURCES:
[Code of Conduct for Business Partners](#)

Our Purpose, Vision,
and Values

We Follow Our Code

We Do What's Right
for Our People

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for Our Customers

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for Our Communities

Conclusion and Resources

💬 Speak Up



We Do What's Right for Our Company

We Avoid Conflicts of Interest

We Safeguard Confidential
Information and
Intellectual Property

We Protect Our
Information Systems

We Guard Our Company Assets

We Do Not Engage in
Insider Trading

We Keep Accurate Accounts
and Records

We Communicate Clearly
and Professionally

We Use Social Media
Responsibly

We Interact with Healthcare
Professionals Responsibly

We Avoid Conflicts of Interest

What We Stand For

We make business decisions based on what is best for Integra LifeSciences. We do not allow personal interests to influence our judgment.

Why It Matters

When we are accountable, we act in the best interests of the company. Conflicts of interest can damage trust and lead to poor decisions.



How We Do the Right Thing

We avoid conflicts of interest when we:

- Disclose any personal, financial, or family interest that could affect our work
- Remove ourselves from decisions where we have a conflict
- Do not use company information or assets for personal gain
- Do not represent Integra LifeSciences in matters where we have a personal stake
- Follow our policies on gifts and outside employment

If you think you may have a conflict of interest, speak with your manager, Global Compliance Department, or the Law Department.

What Is a Conflict of Interest?

A conflict of interest occurs when personal interests interfere, or appear to interfere, with your responsibilities at Integra LifeSciences.

Examples include:

- A family member works for a supplier you manage or select
- You have a second job that affects your performance at Integra LifeSciences
- You use company resources for personal business activities
- You own a financial interest in a competitor
- You accept a gift from the other party during contract negotiations

When in doubt, disclose the situation. Transparency protects you and the company.

RESOURCES:

Conflicts of Interest and Employment of Relatives Policy

We Safeguard Confidential Information and Intellectual Property

What We Stand For

We protect confidential information and intellectual property (IP). This includes our own information and IP as well as information entrusted to us by customers, partners, suppliers, and employees. We also respect the IP rights belonging to any others.

Why It Matters

Confidential information and IP are valuable assets. Protecting them helps us live quality, maintain trust, and compete fairly.

What Is Intellectual Property (IP)?

IP includes creations and ideas developed by a company or individual. Some kinds of IP, such as trade secrets, are confidential. Other forms, such as patents and trademarks, may be public but are still legally protected.

Examples of IP include:

- Product designs and technical data
- Trade secrets
- Patents and patent applications
- Trademarks and copyrights
- Research and development materials

We protect our IP and do not use the IP of others without permission.

How We Do the Right Thing

We safeguard confidential information and IP when we:

- Share information only with those who have a business need
- Protect documents, systems, and devices
- Follow company policies for storing and transmitting information
- Do not discuss sensitive matters in public places
- Report suspected security breaches
- Respect the patents, trademarks, copyrights, and trade secrets of others
- Protect company systems and devices by:
 - Using strong passwords and keeping them confidential
 - Not sharing user IDs
 - Keeping company devices secure
 - Avoiding suspicious links and emails
 - Reporting suspected cyber threats immediately

What Is Confidential Information?

Confidential information is non-public information that could harm Integra LifeSciences or another party if disclosed. It includes business plans, pricing information, financial forecasts, supplier and customer information, and information about future transactions.

If you are unsure whether information is confidential, treat it as confidential and seek guidance.

What Is a Nondisclosure Agreement?

A nondisclosure agreement (NDA) is a contract that requires parties to keep certain information confidential. We may sign NDAs with customers, suppliers, or other partners to protect shared information.

When you are covered by an NDA, you must follow its terms and protect the information it covers.

RESOURCES:

Integra Information Security Policy
Integra - Technology Acceptable Use Policy
Mobile Device Policy
Data Privacy Policy
Integra Cross Border Transfer Policy
Data Classification Matrix
GDL - Data Handling

We Protect Our Information Systems

What We Stand For

Our information technology systems are what we use to get our jobs done. We protect these systems so we can pursue our business goals.

Why It Matters

Just as protecting intellectual property is key to our business, so too is protecting our information systems. These are the devices and systems we use to develop and share business information. We build trust when we recognize the sensitivity and value of these systems, as well as the data they transmit.



How We Do the Right Thing

We protect our information systems when we:

- Ensure that only authorized users have access to our devices, applications, and data
- Provide only the appropriate access needed to do the job
- Protect our user IDs and passwords, change them regularly, and keep them confidential
- Keep company devices safe and secure at all times and in all places
- Do not open suspicious or inappropriate emails or links
- Report suspicious activities that relate to our technology and data to the Chief Data Privacy Officer and Information Technology Group

RESOURCES:

Data Classification Matrix
Mobile Device Policy
Integra Information Security Policy
Integra – Technology Acceptable Use Policy
GDL – Data Handling

We Guard Our Company Assets

What We Stand For

We protect the company's physical, financial, and information assets and use them responsibly.

Why It Matters

Company assets support our work and our long-term success. Protecting them prevents loss, misuse, and fraud.

How We Do the Right Thing

We guard company assets when we:

- Use company property only for legitimate business purposes
- Protect assets from damage, loss, and theft
- Handle company funds honestly and in line with our policies
- Do not allow unauthorized people—including friends and family—to use company assets
- Report suspected misuse of company assets to the Chief Compliance Officer



What Are Company Assets?

Company assets include:

- Physical property such as buildings, equipment, devices, and supplies
- Financial resources such as cash and company funds
- Information assets such as business records and company data
- Intangible assets such as goodwill, brand recognition, and IP

We are responsible for protecting these assets and using them appropriately.

RESOURCES:

Integra - Technology Acceptable Use Policy
Data Privacy Policy
Data Classification Matrix

We Do Not Engage in Insider Trading

What We Stand For

We do not buy or sell securities based on inside information. We do not share inside information with others so they can trade on it.

Why It Matters

As a public company, we handle sensitive information that investors and the public rely on. Insider trading is illegal and unfair. It damages trust in the financial markets and can lead to serious consequences for both the company and individuals.

How We Do the Right Thing

We avoid insider trading when we:

- Keep material non-public information confidential
- Share inside information only with those who have a business need
- Do not buy or sell company stock based on inside information
- Do not “tip” others by sharing inside information



What Is Insider Trading?

Insider trading occurs when someone buys or sells securities based on material non-public information, known as “inside information.”

Inside information is information that is both material and non-public:

- **Material** – Information that could affect a company’s stock price or an investor’s decision to buy or sell
- **Non-public** – Information that has not been shared with the public

Examples of inside information include:

- Unannounced financial results
- Planned mergers or acquisitions
- Significant product launches or recalls
- Major legal or regulatory actions
- Changes in senior leadership

If you are unsure whether information is material or non-public, do not trade and instead seek guidance from the Law Department.

RESOURCES:

Insider Trading Policy - General
Insider Trading Policy - Window Group

We Keep Accurate Accounts and Records

What We Stand For

We create and maintain accurate and complete business records.

Why It Matters

Keeping accurate records helps us support sound decisions, maintain trust, and meet our legal obligations. Incomplete or misleading records can harm the company and individuals. As a publicly traded company, Integra LifeSciences has an obligation to our shareholders to accurately present our financial information as regulated by the Securities and Exchange Commission (SEC).

We also communicate with the public through press releases and presentations. Accurate records in such communications help us maintain trust with our partners and customers. They also support our decisiveness in executing business transactions.



How We Do the Right Thing

We keep accurate accounts and records when we:

- Record transactions honestly and in a timely manner
- Follow company controls and accounting standards
- Submit accurate expense reports and supporting documents
- Do not falsify or alter records
- Cooperate fully with internal and external audits

If you are unsure how to record a transaction, seek guidance before proceeding.

We Communicate Clearly and Professionally

What We Stand For

We work with a ‘One Integra’ mindset to build trust and create success together. As one team, we communicate with respect and tell the truth. Clear and professional communication is essential to our business.

Why It Matters

Clear and accurate communication builds trust with our customers, partners, and the public. When information is inaccurate or shared without authorization, it can cause confusion and create legal risk.



How We Do the Right Thing

We communicate responsibly when we:

- Direct media or public inquiries to Global Communications
- Direct investor inquiries to Investor Relations
- Share accurate information about our work
- Report misinformation through the appropriate channels
- Do not disclose confidential information
- Make it clear when we are sharing personal views and not speaking for the company

If you are unsure whether you are authorized to speak on behalf of Integra LifeSciences, ask before responding.

We Use Social Media Responsibly

What We Stand For

Social media allows us to connect and share information. We use it responsibly, respectfully, and in a way that reflects our values and protects the trust others place in Integra LifeSciences.

Why It Matters

What we post online can affect Integra’s reputation, business, customers, employees, and products. Online content can spread quickly, and if it is inaccurate, misleading, confidential, or improperly promotional, it may be difficult to correct once shared.



How We Do the Right Thing

We use social media responsibly when we:

- Follow our Code and company policies when posting
- Protect confidential information and personal information
- Make it clear when we are sharing personal views and not speaking for Integra LifeSciences
- Do not speak on behalf of the company unless authorized
- Do not post official company news or product promotions as original content unless authorized
- Share, like, or comment on official Integra LifeSciences posts only when doing so is consistent with company guidance
- Do not add to, change, clarify, or expand product claims online
- Do not discuss off-label uses of Integra LifeSciences products
- Follow any regional audience restrictions included with company social media posts
- Report product complaints or adverse events seen on social media through the appropriate company process and do not respond directly
- Treat others respectfully online

If you are unsure whether something is appropriate to post, pause and seek guidance.

RESOURCES:

Social Media Policy

We Interact with Healthcare Professionals Responsibly

What We Stand For

To advance transformational care and deliver impactful innovation, we work with healthcare professionals (HCPs). These partnerships help us restore lives and enrich life moments. We conduct all interactions with HCPs ethically and in compliance with the law.

Why It Matters

Our relationships with HCPs are governed by law, industry standards, and our policies. Following these standards protects patients, supports innovation, and maintains trust.



How We Do the Right Thing

We interact with HCPs responsibly when we:

- Engage HCPs only for legitimate business or clinical purposes
- Select qualified HCPs based on expertise and need
- Use written agreements for consulting or research arrangements
- Ensure compensation is fair and consistent with company policy
- Do not influence an HCP's independent medical judgment
- Do not provide anything of value to gain improper advantage
- Follow our policies for meals, travel, and educational support

RESOURCES:

Global Healthcare Professional (HCP) Meals, Gifts and Entertainment Policy
Global Policy for Engaging HCPs as Consultants
Regional and Local Code of Ethics
Global Healthcare Professional Travel and Lodging Policy

We Interact with Healthcare Professionals Responsibly (continued)



What Items Can Be Provided to HCPs?

We may provide HCPs with items that support patient care or serve a legitimate educational purpose. These include educational brochures, medical textbooks, or anatomical models.

We do not provide gifts or anything of value to influence anyone to purchase or recommend our products. Likewise, we do not provide gifts or anything of value to public or government officials. We must be careful about the items we provide to HCPs because they may be seen as inappropriate. (See [We Prevent Bribery and Corruption](#).) We never try to win favorable treatment from an HCP through anything we may provide free of charge.

Integra LifeSciences employees may not use company or personal funds to purchase gifts of any kind for HCPs, including public or government officials.

If you are unsure whether an interaction is appropriate, consult the Global Compliance Department.

How Do We Collaborate with HCPs?

We collaborate with HCPs to advance transformational care and deliver impactful innovation so we can enrich life moments. We may collaborate on things such as:

- Developing and improving products
- Conducting clinical studies and research
- Providing training and education
- Participating in advisory panels and scientific meetings

All collaborations must meet legal, medical, and ethical standards.



We Do What’s Right for Our Communities

[We Respect Human Rights](#)

[We Contribute to Our
Communities](#)

We Respect Human Rights

What We Stand For

We respect the human rights of all people to live and work in environments that are safe and fair. As a company committed to restoring lives, we believe every person deserves to be treated fairly and with dignity. We expect our business partners to uphold the same values.

Why It Matters

Respecting human rights strengthens our workplace, our supply chain, and the communities where we operate. It reflects who we are and how we do business.



How We Do the Right Thing

We respect human rights when we:

- Provide safe and healthy working conditions
- Prohibit child labor and forced labor
- Do not tolerate harassment, abuse, or discrimination
- Support fair wages and lawful working hours
- Respect employees' rights to associate and bargain collectively
- Work with suppliers who follow labor laws

If you become aware of a human rights concern, report it to your manager, the Global Compliance Department, or the Law Department.

How Are Human Rights Protected?

To protect human rights, and to ensure the health of our company culture, we are committed to a number of practices in all we do. These include:

- Keeping workplaces safe and healthy
- Never using child labor
- Never using forced or indentured labor
- Never discriminating in our hiring practices
- Prohibiting all forms of harassment, abuse, and threatening behavior
- Supporting the freedom of workers to associate
- Supporting the freedom of workers and employees to bargain collectively

RESOURCES:

UK Modern Slavery Statement
Conflict Minerals Policy
Code of Conduct for Business Partners
ESG Report
Integra Labor & Human Rights Statement:
Our Commitment

We Contribute to Our Communities

What We Stand For

Our commitment to restoring lives goes beyond our products. We support the communities where we live and work.

Why It Matters

Healthy communities help people thrive. By giving back to our communities, we strengthen trust and reflect our values in action. As a global medical technology company, we help to restore lives. Those same people live and work in our communities. We embody our purpose when we contribute to those communities—through volunteer work, philanthropy, and charitable giving. We also enhance Integra LifeSciences’ reputation by showing that we live our values.



How We Do the Right Thing

We contribute responsibly when we:

- Support causes that align with our purpose, vision, and values
- Volunteer in our communities
- Obtain proper approval before donating on behalf of the company
- Keep accurate records of charitable contributions
- Do not use donations to influence business decisions
- Never pressure others to get involved in causes if they don't want to

We do not provide grants or donations to healthcare professionals for any reason or to influence others to buy, lease, or recommend Integra LifeSciences products.

The Integra Foundation

Since 2003, the Integra Foundation has been restoring lives. The foundation focuses on 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 community health educational programs in clinical areas of focus and within our regional communities. The foundation has awarded millions of dollars in grants to 501(c)(3) organizations, promoting education and helping to make a difference in people's lives.



RESOURCES:
Integra Foundation

Conclusion and Resources



Closing Words

Our people are our greatest asset. By working together with a 'One Integra' mindset and following our Code, we uphold the highest standards of integrity, quality, and compliance.

When we act with integrity, we advance transformational care, deliver impactful innovation, and enrich life moments. Each of us plays a role in protecting Integra LifeSciences' reputation and supporting our purpose, vision, and values.

Thank you for reading our Code of Conduct. Keep it as a resource to guide you in your decisions at Integra LifeSciences. When in doubt, ask questions and speak up.

Resources and Contacts

If you have a concern, you may report it in any of the following ways:

- Through the Integra intranet
- Online at www.integralife.com/ethicspoint
- By contacting your manager, Human Resources, the Law Department, or the Chief Compliance Officer

The Ethics Hotline is available 24 hours a day, seven days a week, and it is operated by an independent company.

If you submit a report online or by phone, follow the instructions given to receive updates or provide additional information.



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