



# Building on Momentum

2024 Integer Impact Report



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# ABOUT THIS REPORT

Integer Holdings Corporation (“Integer”) is excited to release our annual impact report “Building on Momentum,” covering the 2024 calendar year. This report details our strong foundations in Environment, Social and Governance (ESG) matters and highlights recent progress and future plans of the organization. This report covers all of Integer’s operations and subsidiaries, unless noted.

The report has been prepared in reference to the Global Reporting Initiative (GRI) 2021 Standards. An index for this report is located at its conclusion, which identifies relevant information and its location within this report or where it can be found elsewhere. Integer assumes no obligation to update this report at any time in the future.

Unless otherwise noted, all qualitative and quantitative information included in this report covers the period from January 1, 2024 – December 31, 2024. The information contained in this report is subject to the precision of our data collection and analysis methods, which are subject to future evolution and calibration. Such information is subject to additional uncertainties, as there are limitations inherent in the data collection and analysis methods. While we consider information from external resources and consultants to be reliable, we do not assume responsibility for its accuracy. Finally, even though we have internal processes in place to seek to ensure that our reporting is accurate and contains the inclusion of all known material information, the data in this report has not been externally assured or audited.

This report describes those topics that Integer considers to be important to stakeholders when evaluating ESG issues at Integer. 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 Securities and Exchange Commission.



To provide feedback or request additional information on Integer Holdings Corporation, please contact [contact-integer@integer.net](mailto:contact-integer@integer.net).

**Information Concerning Forward-Looking Statements:** All statements made in this report, other than statements of historical fact, are forward-looking statements. You can identify forward-looking statements by terminology such as “outlook,” “projected,” “may,” “will,” “should,” “could,” “expects,” “intends,” “plans,” “anticipates,” “believes,” “estimates,” “predicts,” “potential,” “project,” or “continue” or variations or the negative of these terms or other comparable

terminology. The forward-looking statements included in this report are provided to assist readers in understanding Integer’s current goals and plans regarding our sustainability and Environmental, Social and Governance initiatives and objectives.

These forward-looking statements are based on our then current expectations, beliefs, assumptions, estimates and forecasts about our business and the industry in which we operate. Although Integer believes its expectations, beliefs, assumptions, estimates and forecasts are reasonable under current circumstances, they may not prove to be accurate, which could cause actual results to differ materially and adversely from those that would have been achieved had such assumptions been correct. As a result, undue reliance should not be placed on any forward-looking statements, as they are not guarantees of performance.

Actual events or results may differ materially from those stated or implied by these forward-looking statements due to a number of factors. Although it is not possible to create a comprehensive list of all factors that may cause actual results to differ from the results expressed or implied by our forward-looking statements, some of these factors and other risks and uncertainties that arise from time to time are described in Item 1A, “Risk Factors” of our Annual Report on Form 10-K and in our other periodic filings with the Securities and Exchange Commission. Except as may be required by law, we assume no obligation to update forward-looking statements in this report whether to reflect changed assumptions, the occurrence of unanticipated events or changes in future operating results, financial conditions or prospects, or otherwise.

# OUR COMPANY





# OUR VISION

To enhance the lives of patients worldwide by being our customers’ partner of choice for innovative medical technologies and services



# OUR VALUES

## CUSTOMER

We focus on our customers’ success

## INNOVATION

We create better solutions

## COLLABORATION

We create success together

## INCLUSION

We always interact with others respectfully

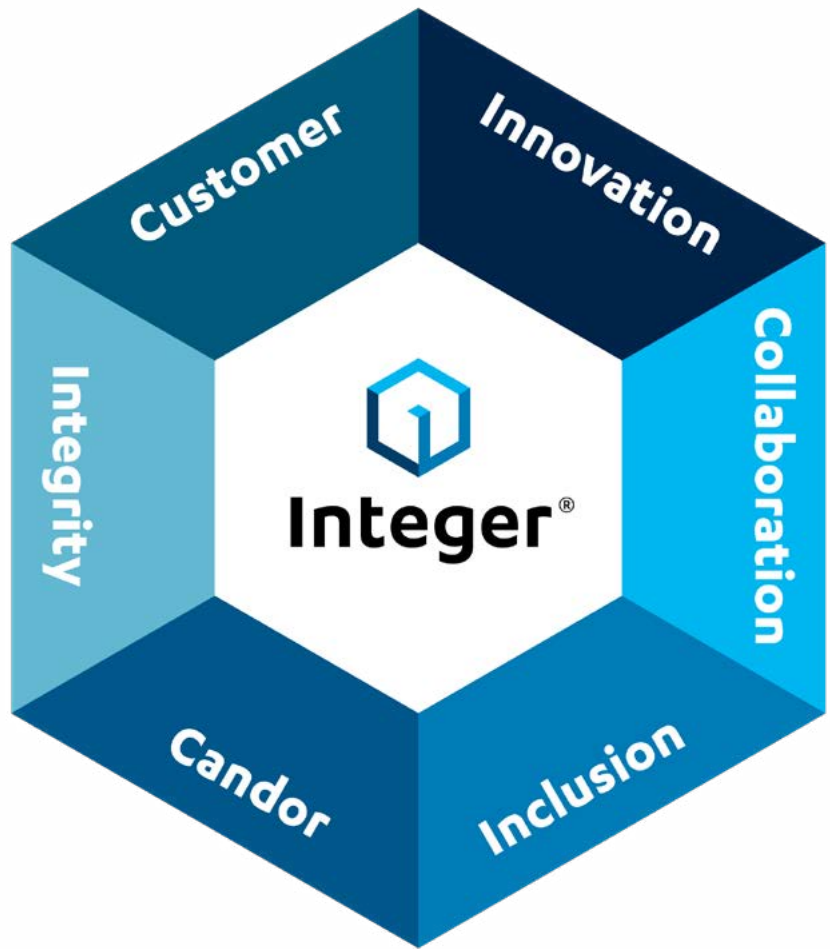
## CANDOR

We are open and honest with one another










## INTEGRITY

We do the right things and we do things right

Read more about our core values on [integer.net](https://www.integer.net).



# OUR HISTORY

| 1940s - 1950s  | 1960s  | 1970s   | 1980s   | 1990s  | 2000s   | 2010s  | 2020s   |
|--|--|---|---|--|---|--|---|
| <p><b>1940</b><br/>Albert H. Mainwaring founded Uniform Tubes in Pennsylvania, manufacturing metal tubing for shielded communications cable</p> <p><b>1947</b><br/>Joseph Fleischhacker Sr. founded Lake Region Manufacturing in Minnesota</p>  | <p><b>1960</b><br/>First successful implant of the Greatbatch pacemaker, introduction of primary cells as the energy source</p> <p>Lake Region partners with Medtronic on their pacemaker, developing the pacing lead coil</p> <p><b>1962</b><br/>Wilson Greatbatch patents the implantable pacemaker</p>  | <p><b>1970</b><br/>Wilson Greatbatch Ltd. (WGT) founded in Clarence, NY</p> <p><b>1972</b><br/>Greatbatch's first lithium iodine pacemaker battery implanted</p> <p><b>1975</b><br/>Greatbatch's first metal-ceramic feedthrough implanted</p> <p><b>1978</b><br/>Lake Region develops its first finished coronary guidewire</p> <p><b>1979</b><br/>Greatbatch Ltd. starts commercial division, Electrochem</p> | <p><b>1982</b><br/>Dr. Peter Osypka founds Oscor to develop pacing leads &amp; cardiac ablation</p>  | <p><b>1991</b><br/>Lake Region co-develops the first implantable port</p> <p><b>1996</b><br/>UTI establishes Stent Technologies to provide laser and finishing services for coronary and peripheral vascular stents</p> <p><b>1996</b><br/>UTI acquires Spectrum Manufacturing to expand laser and electrical discharge machining capabilities for the arthroscopic, laparoscopic and endoscopic markets</p> | <p><b>2000</b><br/>IPO of WGT on NYSE</p> <p><b>2002</b><br/>Greatbatch acquires Globe Tool and Manufacturing</p> <p><b>2004</b><br/>UTI Corporation acquires Medsource Technologies, renamed Accellent</p> <p><b>2005</b><br/>WGT becomes Greatbatch, Inc.</p> <p>Manufacturing facilities opened in Alden, NY, and Tijuana, MX</p> <p><b>2008</b><br/>Greatbatch acquires Precimed, S.A., and Chaumont facility to enter the orthopedics market</p> | <p><b>2014</b><br/>Greatbatch acquires CCC Medical Devices</p> <p>Accellent Inc. acquires Lake Region Medical, and retains Lake Region name</p> <p><b>2015</b><br/>Greatbatch, Inc. acquires Lake Region Medical to create one of the world's largest medical device outsource manufacturers</p> <p><b>2016</b><br/>Greatbatch is renamed Integer</p> <p>Greatbatch spins off Nuvectra</p> <p><b>2018</b><br/>Integer sells its Advanced Surgical &amp; Orthopedic product lines to Viant</p> <p><b>2019</b><br/>Integer acquires certain assets of US BioDesign</p> | <p><b>2021</b><br/>Integer acquires Oscor, increasing global footprint to the Dominican Republic</p>  <p>Announces plans for a new medical device Innovation and Manufacturing facility in Galway, Ireland</p> <p><b>2022</b><br/>Integer acquires Aran Biomedical, adding highly differentiated medical textile and coating technologies</p>  <p>Announces major expansion of its manufacturing site in New Ross, Ireland</p> <p><b>2023</b><br/>Integer acquires assets of InNeuroCo and its neurovascular catheter capabilities</p>  <p><b>2024</b><br/>Integer acquires Pulse Technologies, solidifying precious and non-precious metal machining capabilities</p>  <p><b>2025</b><br/>Integer expands proprietary coatings capabilities with Precision Coating and VSi Parylene acquisitions</p>   |

# OUR LOCATIONS

## Primary R&D and Manufacturing Facilities

### UNITED STATES

- Alden, NY
- Bedford, MA
- Brooklyn Park, MN
- Broomfield, CO
- Chaska, MN
- Clarence, NY
- Hudson, MA
- Minneapolis, MN
- Palm Harbor, FL
- Pembroke Pines, FL
- Plymouth, MN
- Quakertown, PA
- Quakertown West, PA
- Salem, VA
- Trenton, GA
- Woonsocket, RI

### MEXICO

- Juarez
- Tijuana North
- Tijuana South

### URUGUAY

- Montevideo

### Costa Rica

- Alajuela

### IRELAND

- Galway
- New Ross
- Spiddal

### DOMINICAN REPUBLIC

- Santo Domingo

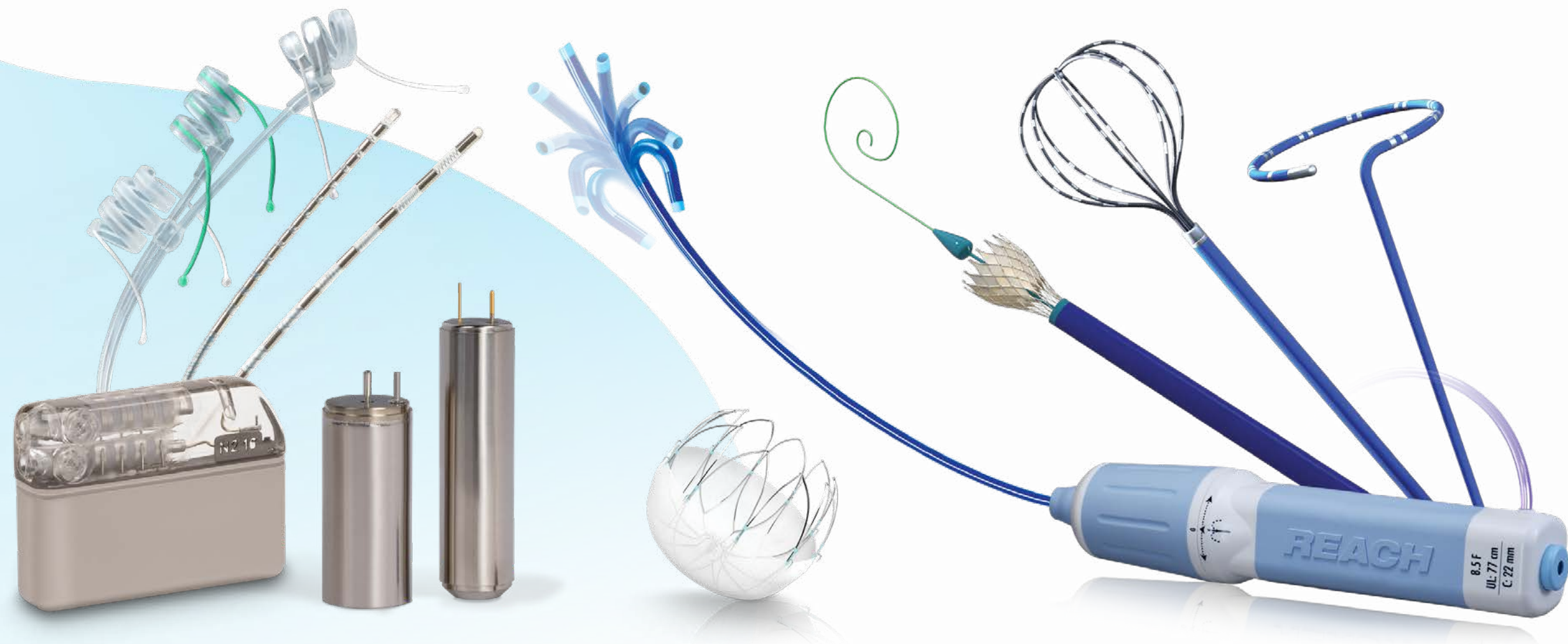
### MALAYSIA

- Penang



# OUR PRODUCTS

- Cardiac Rhythm Management
- Cardiovascular
- Electrophysiology
- Neuromodulation
- Neurovascular
- Oncology
- Peripheral Vascular
- Renal Denervation
- Structural Heart
- Urology
- Vascular Access
- Ventricular Assist





# INTEGER BY THE NUMBERS



80+

Years of  
Manufacturing  
Experience



\$1.7B

2024 Annual  
Revenue

Geographic  
Footprint

4

Continents



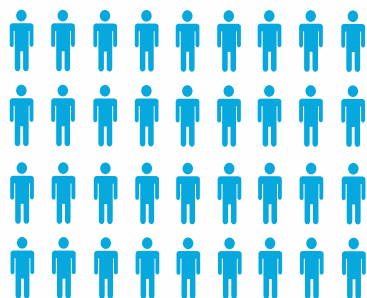
23

Manufacturing  
Facilities



10

R&D  
Centers



11,000+

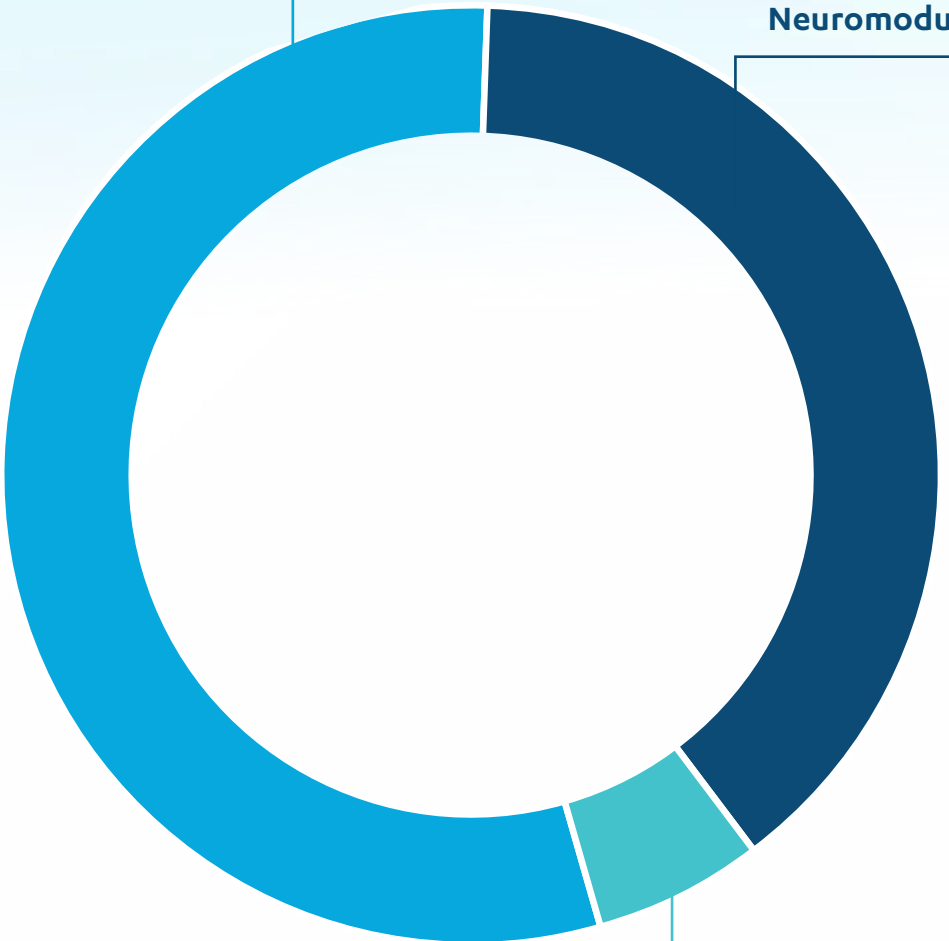
Integer Associates

55%

Cardio &  
Vascular

39%

Cardiac Rhythm &  
Neuromodulation



6%

Other Markets

# GLOBAL CAPABILITIES



Continuous investment  
and integration



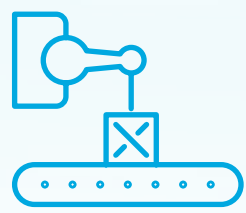
Operational agility



Global leverage



Supplier excellence



## WORLD-CLASS MANUFACTURING

Lean, state-of-the-art facilities

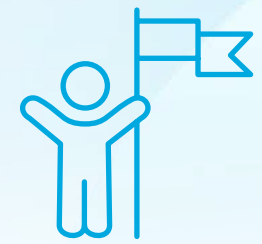
21 are ISO 13485 certified

15 are FDA registered

Approved to manufacture Class I to  
Class III medical devices

Shingo Bronze Medallion 2012 and 2015  
(New Ross, Ireland)

ISO 14001 certified (New Ross, Ireland)



## COMMITMENT TO QUALITY & COMPLIANCE

Certifications at one or more sites:  
(ISO 13485, UL, CE, AS9100)

Compliant with IATA, DGR and  
TCC regulations

Deep domain knowledge in process  
and product validation

Risk Management (DFMEA and PFMEA)

Compliant with FDA 21 CFR Part 820,  
MHLW Japan, Anvisa, Cofepris, HPRA  
Ireland and TGA Australia, Korea  
standard of medical device GMP and  
SOR Canada



## GLOBAL SUPPLY CHAIN

Global sourcing

Strategic sourcing

Supplier management

Risk management

Shipping/logistics

Sales and operations planning

# MANUFACTURING EXCELLENCE

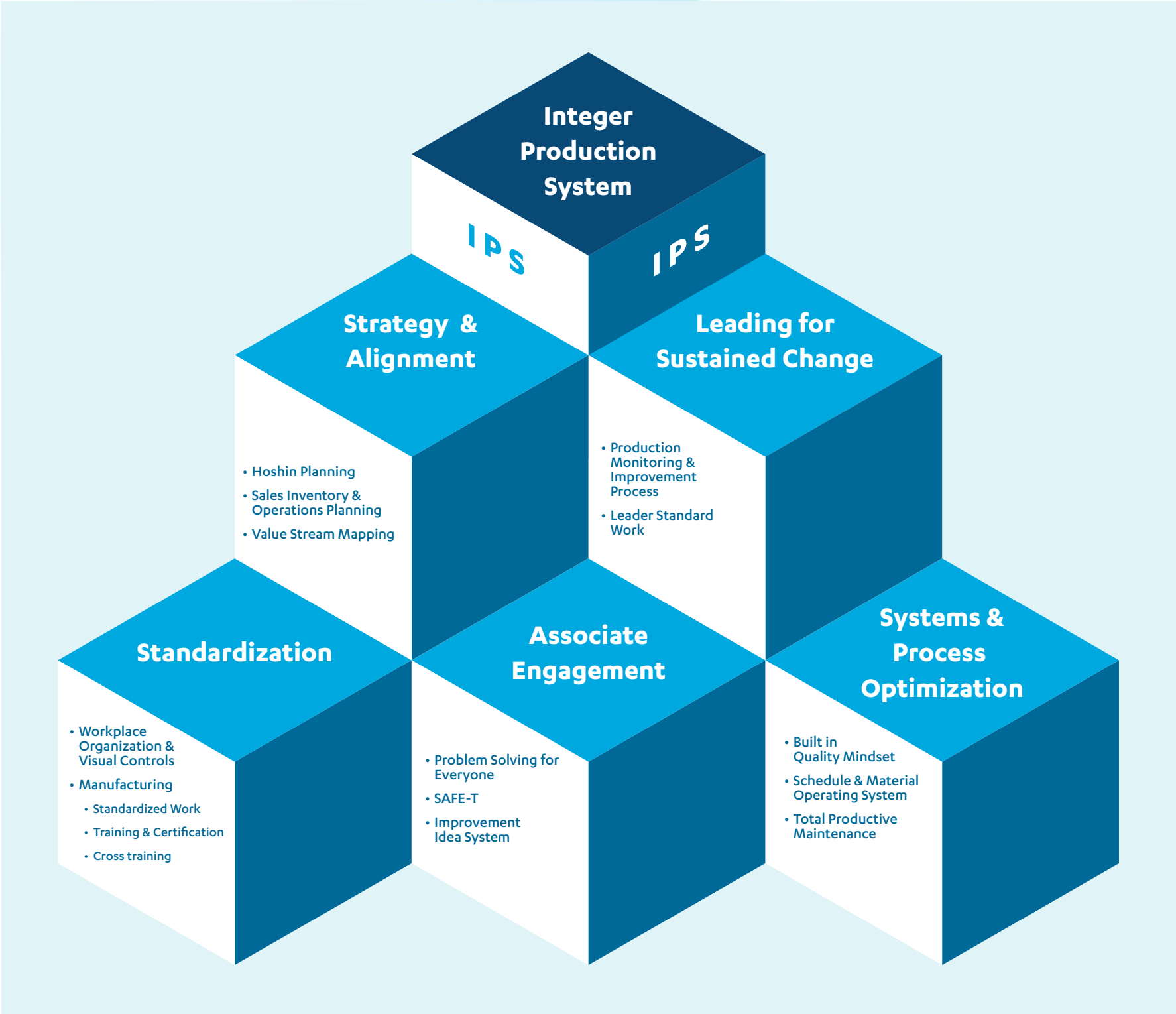
Integer is focused on achieving excellence within our manufacturing operations worldwide. The Integer Production System (IPS) defines our manufacturing best practices to achieve excellence in safety, quality, delivery, responsiveness, and efficiency. The IPS is our solid foundation paving the path to manufacturing excellence.

The goal of the Integer Production System (IPS) is to:

- Provide common language, a unified look and consistent approach
- Capture the most effective tools, practices and processes
- Provide standard solutions while remaining flexible to individual site needs
- Provide standard guides, training material and templates with easy accessibility

The IPS is comprised of five focus areas and 16 total elements. Many of these elements will be referenced throughout this report.

Integer has implemented many of the elements to date with plans for complete alignment in 2026.





# COMMITMENT TO QUALITY

Integer's commitment to quality ensures that our products and services meet or exceed the highest standards set by the United States Food and Drug Administration (FDA), the European Community, and other internationally recognized agencies. Driven by our Quality Policy, we maintain a Quality Management System that ensures we maintain high quality standards through enforcement of stringent quality, clinical and regulatory requirements.

## Quality & Regulatory Department

Integer's Quality and Regulatory department is divided into corporate and site-level functions, representing Integer's two medical product categories – Cardio & Vascular (C&V) and Cardiac Rhythm Management & Neuromodulation (CRM&N).

Support within Integer sites extends to quality systems, quality assurance, supplier quality, life sciences, design assurance, and regulatory. Within Integer's corporate functions, support encompasses quality systems, quality assurance, supplier quality, life sciences, design assurance, regulatory, clinical affairs and post-market product monitoring.

At Integer, Quality is further subdivided into three main pillars – Quality Assurance, Design Assurance and Regulatory Affairs. Through our ongoing focus on and development of the Integer quality system and standardization of activities across all sites, we ensure compliance with all external quality requirements.



# COMMITMENT TO QUALITY



“At Integer, our commitment to patients and customers is built on a simple but powerful belief: ‘I own Quality.’ Quality is not just a function or a process, it’s personal. Every decision, every action, every product, every day.”

**Tony Carr**  
EVP, Global Quality Assurance & Regulatory Affairs

## Quality KPI & Metrics

At Integer, Quality Key Performance Indicators (KPIs) are established annually for each site and agreed upon at the corporate level.

- Quality KPIs typically focus on recalls, audit results, complaints, Corrective and Preventative Actions (CAPAs), Supplier Corrective Action Requests (SCARs) and Nonconformance Records (NCRs), as a few examples.
- Metrics are captured automatically in Integer’s electronic Quality Management System (QMS) and continually available.
- The standardized Production Monitoring and Improvement Process (PMIP) allows for all KPIs to be reviewed and brings visibility and appropriate action at all manufacturing sites.
- We also rely on metrics when creating continual improvement projects to establish the areas of the process where the greatest improvements can be achieved.

## Additional Quality Regulations by Site

Integer’s Quality Management System is structured to comply with the applicable requirements in the most recent revision of the following standards and regulations:

- EN/ISO 13485 Medical Devices – Quality Systems – Requirements for Regulatory Purposes
- 21 CFR 820 – FDA Quality System Regulation (transitioning to QMSR by Feb. 2, 2026)
- 21 CFR 803 FDA Medical Device Reporting
- (EU) 2017/745 EU Medical Device Regulation
- SOR/98-282 Canadian Medical Device Regulations
- TG(MD)R 2002 Australian Therapeutic Goods (Medical Devices) Regulation
- MHLW Ordinance 169 Standards for Manufacturing Control and Quality Control for Medical Devices and In Vitro Diagnostic Reagents
- NOM-241-SSA1-2025 – Good Manufacturing Practices for Establishments Dedicated to Medical Devices Manufacturing
- ANVISA RDC 16 Brazilian Good Manufacturing Practices of Medical Devices and In Vitro Diagnostic Devices
- MERCOSUR/GMC/RES. N° 20/11 Mercosur Good Manufacturing Practices of Medical Devices and In Vitro Diagnostic Devices
- Korea Standard of Medical Device Good Manufacturing Practices
- Ukraine Resolution No. 753 Technical Regulation on Medical Devices



**NSAI**

Certificate of Registration  
of Quality Management System  
to I.S. EN ISO 13485:2016  
The National Standards Authority of Ireland certifies that:  
**Greatbatch Medical**  
10000 Wehrle Drive  
Clarence, NY 14031  
USA

has been assessed and deemed to comply with the requirements of the above standard in respect of the scope of operations given below:

**The Design, Manufacture and Test of Capacitors and Lithium Batteries, Lithium Ion Rechargeable Batteries, Feedthroughs, Filter Feedthroughs, Shield Assemblies, Coated Components, and Ceramics for Use in Implantable and Non-Implantable Medical Devices**

Additional sites covered under this multi-site certification are listed on the Annex (File No. MD19.8039)

Approved by:  
Kevin Mullane  
Director of Certification

Registration Number: MD19.8039  
Certification Granted: August 23, 2016  
Effective Date: August 23, 2022  
Expiry Date: August 22, 2025



National Standards Authority of Ireland, 1 Swift Square, Northwood, Santry, Dublin 9, Ireland T +353 1 807 3800  
MCT-25-07 Rev 1.0  
Page 1 of 2

## Quality Certifications

Each Integer site holds an ISO 13485 certificate.

Each site that manufactures finished devices for the U.S. market is registered with the U.S. Food and Drug Administration (FDA) and holds an FDA Establishment Identifier (FEI).

Other Integer sites also have Medical Device Single Audit Program (MDSAP) certificates and are registered accordingly based on where our customers sell products.

# SUPPLY CHAIN

The Integer Global Sourcing organization is dedicated to building strong relationships with our suppliers based on mutual interests and common values. Integer’s robust network of partners are vital to innovating high-quality medical technologies that our customers rely on to enhance patient lives. The team’s main objectives include continuity of supply, effective supply chain management and resilience. This is achieved through a robust process for onboarding new suppliers, supplier performance evaluation, supply chain risk mitigation and supplier driven change management.

In addition, Global Sourcing collaborates with other cross-functional Integer teams to ensure alignment between category strategies, supplier selection for R&D programs and day-to-day operations at our manufacturing sites.

## Responsible Supply Chain

In 2024, we worked to prepare for the launch of the [Integer Supplier Code of Conduct](#), which was published in early 2025. Integer maintains an unwavering commitment to act with integrity whenever and wherever we conduct business. Upholding our value of Integrity means doing the right thing and doing things right in all of our business dealings, including our supply chain.

Integer established a Supplier Code of Conduct (COC) to ensure our suppliers and subcontractors share our values with regard to ethics, social responsibility, health and safety, environmental stewardship, and effects and reporting of non-compliance, among other considerations. Our Supplier COC communicates Integer’s expectations to our valued and vital business partners throughout our supply chain by providing a set of guidelines and standards of responsible and ethical business practices. It also protects Integer’s reputation by ensuring our suppliers operate according to our established standards, mitigate legal risks associated with unethical business practices and support our ESG initiatives.

Integer holds our suppliers to the same high standards as we hold ourselves, and we expect them to comply with all applicable laws, rules, and regulations in the locations, region, or country where we and our partners do business.

## Conflict Minerals

Integer is committed to seeking to ensure the minerals used in our products are ethically sourced. Integer supports transparency in the supply chain and understands its responsibility to comply with [Conflict Minerals](#) regulations.

Each year, Integer engages in both country-of-origin inquiries and due diligence efforts that align with the Organization for Economic Co-operation and Development (OECD) framework. We also encourage our supply chain do the same and comply with all applicable Conflict Minerals regulations and related fair labor and human rights requirements.





# OUR ESG FOUNDATION



# ESG STRATEGY & GOVERNANCE



“At Integer, ESG is more than a compliance exercise. We are shaping a global imperative that enhances operations and fuels growth. Through our ESG program, we seek to embed environmental, social, and governance principles into decision-making to create long-term value for our stakeholders and communities.”

**Lindsay Krause Blackwood**  
SVP, General Counsel, Chief Ethics & Compliance Officer & Corporate Secretary

At Integer, our vision to enhance the lives of patients worldwide is grounded by our ESG foundation. This foundation enables us to execute on our vision and strategy in a socially and environmentally responsible manner that benefits our associates, customers, stockholders and the communities where we live and work.

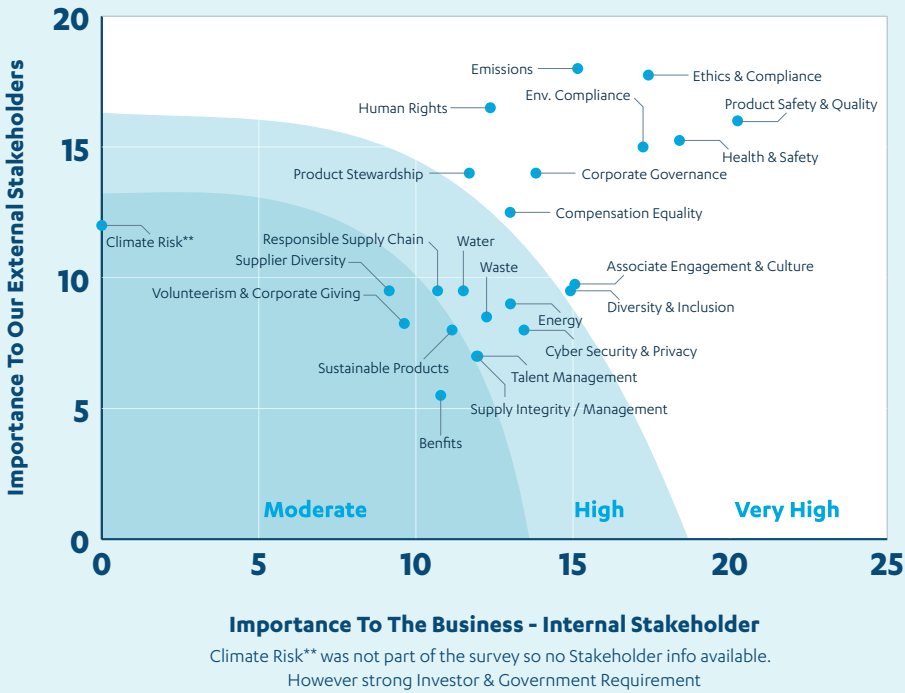
## Our ESG Governance

To ensure a sound ESG foundation, Integer has established a governance structure for our ESG strategy. Our ESG governance structure enables us to communicate through the various levels and functions of the business as well as with our Board of Directors. With the goal of clear roles, responsibilities and communication pathways, our structure was developed with the goal of alignment and effectiveness.

## Our ESG Strategy

The Integer ESG strategy is rooted in understanding what is material and important to our stakeholders. Conducted in 2023, our initial materiality assessment still guides us in establishing ESG initiatives, projects and targets. In an effort to renew and enhance our understanding of materiality, Integer plans to conduct a double materiality assessment in line with the E.U. Corporate Sustainability Reporting Directive (CSRD).

## Integer ESG Materiality



| Oversight of ESG Matters   |  |  |
|--|--|--|
| Board of Directors (retains ultimate oversight of ESG matters)   |  |  |
| Audit Committee  | Corporate Governance & Nominating Committee  | Compensation & Organization Committee  |
| Oversees financial risk management policies and processes, including ESG metrics, KPIs, SEC disclosures, and development of ESG-related controls and procedures. | Oversees corporate social responsibility and sustainability strategy, including community impact and development of ESG policies and procedures. | Oversees diversity and inclusion policies, programs, initiatives, and systems. |
| Senior Vice President, General Counsel & Secretary   |  |  |
| Responsible for ESG program oversight and coordination of strategic objectives with CEO and the Board of Directors   |  |  |
| Executive ESG Council  |  |  |
| Responsible for providing oversight and direction to the Management ESG Council, aligning program priorities and ensuring resource availability                  |  |  |
| Management ESG Council   |  |  |
| Cross-functional team responsible for researching and recommending strategy related to ESG matters to the Executive ESG Council                                  |  |  |

# GOVERNANCE PRACTICES





# CORPORATE GOVERNANCE



“Strong governance is the foundation of our approach to ESG at Integer. The Board and its Committees discharge their duties to stockholders through robust policies, independent oversight and a commitment to integrity.”

**Pamela Bailey**  
Chair, Integer Board of Directors

We and our Board of Directors believe that the use of good corporate governance practices promotes the long-term interests of our stockholders, strengthens Board and management accountability, and leads to better business performance. Integer is committed to maintaining our strong corporate governance practices and will continually evaluate these practices going forward.

## Board Governance Overview

Our Board of Directors is committed to good corporate governance. As a means to fulfill that commitment, we employ the following:

- **Code of Conduct** – The company has adopted a Code of Conduct that applies to all of our directors, officers, associates and consultants. This Code of Conduct requires that individuals avoid conflicts of interest, comply with all laws and other legal requirements, conduct business in an honest and ethical manner and otherwise act with integrity and in the best interests of the company. In addition, the Code of Conduct encourages individuals to report any illegal or unethical behavior that they observe. The Code of Conduct is a guide to help ensure that we all live up to the highest ethical standards. All directors and company associates are required to certify that they have read and agree to comply with the requirements of the Code of Conduct.

- **Board Leadership Structure** – The positions of Chair of the Board and CEO have been separate since 2006. This is a governance structure that we believe to be in the best interests of the company and its stockholders as it preserves the distinction between management and oversight by maintaining the responsibility of management to develop corporate strategy and the responsibility of the Board to review and express its views on corporate strategy. Under this structure, the Chair of the Board organizes Board activities to enable the Board to effectively provide guidance to and have oversight of and accountability for management.
- **Board Independence** – Our Board believes it is in the best interests of the company and our stockholders for most of our directors to qualify as independent under the New York Stock Exchange’s Corporate Governance Listing Standards. Based upon the review and evaluation completed prior to the 2024 Annual Meeting of Stockholders, 10 out of 11 of our directors were determined to be independent. As part of its independence review, the Board considered relationships by or among company and any director and the materiality thereof from the director’s perspective and the perspective of any persons or organizations with which the director is affiliated.
- **Board/Committee/Director Evaluations** – The Board employs a robust three-part annual evaluation process that is coordinated by the independent Chair of the Board and the Chair of the Corporate Governance and Nominating Committee: committee self-evaluations; a full Board evaluation; and the evaluation of the individual directors. Our evaluation process is reviewed annually, and changes are made to the form and scope of the evaluation process so that it continues to provide the Board with an effective mechanism to evaluate the Board’s performance and effectiveness.

- **Board Committee Responsibilities** – As a means to ensure our Board has the capacity and ability to provide robust oversight on areas of importance to the company and its business, the Board has delegated to its committees the following responsibilities:
  - **Audit Committee** – The Audit Committee’s primary purposes are assisting the Board in overseeing (i) the Company’s financial reporting systems and procedures, (ii) the integrity of the company’s financial statements, (iii) the company’s compliance with legal and regulatory requirements, (iv) the qualifications, performance and independence of the company’s independent registered public accounting firm, (v) the qualifications, performance and independence of the company’s internal audit function, (vi) the evaluation of cybersecurity and financial risk issues, and (vii) the company’s system of disclosure controls and procedures, and (viii) the company’s system of internal controls.
  - **Compensation and Organization Committee** – The Compensation Committee’s primary purposes are (i) reviewing and overseeing the company’s general compensation philosophy and strategy; (ii) reviewing and determining executive compensation in compliance all applicable rules and regulations; (iii) advising the Board on the talent development and succession management actions concerning senior executives of the company.

# CORPORATE GOVERNANCE

- **Corporate Governance and Nominating Committee** – The Corporate Governance and Nominating Committee’s primary purposes are (i) overseeing the company’s director nomination processes and procedures, (ii) overseeing and evaluating the company’s ethics and compliance program, (ii) reviewing, on an annual basis, the composition of the Board , (ii) developing and overseeing an annual evaluation of the Board and its committees, (iii) developing and recommending corporate governance policies and programs applicable to the company and to the Board and (iv) overseeing the company’s strategy on corporate social responsibility and sustainability.
- **Technology Strategy Committee** – The Technology Strategy Committee’s primary purposes are (i) providing oversight of the alignment of company’s growth and innovation strategy with corporate strategy, (ii) supporting and providing oversight of management’s direction on the development of strategic plans relating to technology investments, (iii) understanding the technology portfolio that is part of the company’s strategy, the risks inherent in the portfolio and working to put necessary governance processes in place to mitigate these risks.
- **Enterprise Risk Management** – The company has implemented an enterprise risk management program. Enterprise risks are identified, and their mitigation is prioritized by company management. The enterprise risk management program as a whole and various components of the program are subject to oversight and review by the Board and its committees.

## Corporate Governance Best Practices

The following summarizes certain components of our corporate governance policies and best practices:

- Have a non-executive, independent chair of the Board
- Independent directors meet regularly without management present
- Have an unclassified Board and provide for annual election of all directors
- Director resignation policy in effect if any director receives a greater number of “withhold” votes than “for” votes
- Our Audit Committee, Corporate Governance and Nominating Committee and Compensation Committee are composed entirely of independent directors
- Our Board oversees company strategy on corporate social responsibility and sustainability, entity risk management and cybersecurity
- Company directors and officers regularly engage in stockholder outreach
- Stockholders have right to act by written consent
- Company organizational documents do not contain any supermajority voting provisions or requirements
- Code of Conduct applies to all directors, officers, associates and consultants
- Company stock ownership guidelines apply to all company executive officers and non-employee directors
- Company does not have a stockholder rights plan (i.e., no “poison pill”)
- Annual Board and committee evaluations and CEO evaluation process
- Adopted a clawback/recoupment policy that allows the company to recoup cash and equity awards under specified circumstances



# ETHICS & COMPLIANCE

## Ethics & Compliance Program

Integer’s Ethics and Compliance (E&C) program strives to ensure that the company, and its associates, comply with our organization’s standards, policies, and procedures as well as applicable laws and regulations. Our program seeks to prevent and detect misconduct and foster an ethical workplace culture. “Ethics” preceding “compliance” is a matter of semantics, but one thing is clear at Integer, our program demands a commitment to ethical principles and living an ethical culture.

## Integer’s Ethical Culture

Living a culture of ethics and integrity is foundational in enabling our ability to execute for the business, our customers, fellow associates, stockholders and, ultimately, patients. At Integer, we have a legacy of doing the right thing, and we operate according to a common set of values and our Code of Conduct (our “Code”). Our values and our Code set high expectations for ethical behavior.

## Values

- **Customer** – We focus on our customers’ success
- **Innovation** – We create better solutions
- **Collaboration** – We create success together
- **Inclusion** – We always interact with others respectfully
- **Candor** – We are open and honest with one another
- **Integrity** – We do the right things and we do things right

## Code of Conduct, Policies & Education

Our values define who we are, and our Code serves as a guide for how we behave. Our Code, aligned with our vision and values, guides us on how we should act while working for Integer. Our Code serves as a living resource for our associates in support of day-to-day decision making. Our Code represents the core of how we create a solid foundation of trust and success that is reflected in our relationships with customers, suppliers, stockholders and each other. As a global company, our Code applies everywhere we do business, subjecting our company to the laws and regulations specific to those locations.

Our Board, all associates, and those acting as agents on behalf of the company, must respect and comply with our Code, Integer policies and procedures, and with applicable laws and regulations in the countries, states, counties and cities and any other jurisdiction in which Integer conducts business. In addition to being bound by all provisions of our Code, the CEO and the Chief Financial Officer (CFO) and other senior financial officers performing similar functions (collectively, the “Senior Financial Officers”) are subject to a separate policy (Code of Ethics for Senior Financial Officers).

Our Code and our policies explicitly set ethical conduct expectations and our Ethics and Compliance program educates associates through annual and periodic training. Integer annually trains all associates on the Code and Anti-Discrimination and Anti-Harassment. We encourage all associates to report ethical concerns, and inform them that we have zero tolerance for retaliation.



### Code of Conduct



### Key Ethics & Compliance Initiatives

- Code of Conduct & Policies
- Training
- Communications
- Reporting Mechanisms
- Investigations & Discipline
- Risk Mitigation
- Anti-Corruption Compliance
- Trade Compliance
- Sunshine Law Compliance
- Mexico / Maquiladora Compliance



# ETHICS & COMPLIANCE

## Reporting Mechanisms

Our Code of Conduct requires all associates to raise concerns of known or suspected violations of the Code, laws, regulations or company policies. The most effective and efficient method to resolve concerns is through two-way conversations with management and local leaders; however, we understand that, at times, and for reasons that may be personal to that associate, they may prefer to report the concern anonymously. Integer’s Raise the Flag program provides many different types of reporting mechanisms, including the Direct Line (hotline web and hotline phone), an Ethics and Compliance confidential email inbox, and a General Counsel and Chief Ethics and Compliance Officer direct phone line. Our compliance program requires an appropriate review of all reported concerns of misconduct. A Report Review Committee, comprised of Ethics and Compliance, Legal, as well as business and Human Resources leadership evaluates all reports to ensure consistent and fair treatment of our associates.



# RAISE THE FLAG

If you observe any unethical behavior or potential violations of compliance, safety, security, and/or policy, please:

### INTERNAL INTEGER RESOURCES



Talk privately with your supervisor, HR department or any manager of your choice



Send a confidential e-mail at: [compliance@integer.net](mailto:compliance@integer.net)



Call our Sr. Vice President, General Counsel & Secretary, US 1-214-618-9057

### EXTERNAL & ANONYMOUS RESOURCES



[www.integerdirectline.ethicspoint.com](http://www.integerdirectline.ethicspoint.com)



Scan code to submit a web report



**Country Toll-Free Access Code    At English Prompt Dial**  
Northern Mandarin 108-710    855-846-6576  
Northern 108-888  
Southern Mandarin 108-10  
Southern 10-811



# ENTERPRISE RISK MANAGEMENT

## Strategy

Integer’s Executive Leadership Team (ELT) analyzes risk areas and identifies the existential risks to the company and the barriers that may prevent the attainment of business objectives. Integer’s Board of Directors provides oversight of the Enterprise Risk Management Program.

## Risk Management Process

The ELT reviews strategic, operational, financial, legal and compliance risks facing the company and then selects and prioritizes the top risks facing the company. Executive team risk owners are assigned to each risk in order to lead the risk mitigation process. Risk mitigation plans are developed and tracked by the Internal Audit team. Risk owners provide periodic updates to the ELT and the Board.



# INFORMATION SECURITY & DATA PRIVACY

## Commitment to Cyber Security

Integer recognizes that cyber risk is one of the top risks affecting businesses around the world, and we understand the importance of cyber security for our business. As our world becomes increasingly connected and globalized, our customers expect and deserve an experience and environment that values cyber security.

## Managing Our Cyber Risk

Integer’s Cyber Security organization works diligently to safeguard company and customer data. Integer maintains a suite of cyber security and data protection-related policies and standards that are aligned to the National Institute of Standards and Technology Cyber Security Framework. Our policies and standards are designed to comply with all applicable laws, regulatory guidance and widely adopted industry practices.

In addition, Integer’s Cyber Security organization prepares for and responds to cyber security threats by implementing a strategy that is designed to protect and preserve the confidentiality, integrity and availability of all information owned by, or in the care of, the company. This includes our Identity and Access Management program, which uses multi-factor authentication to provide an additional layer of defense against unauthorized access to our systems. Integer also maintains cyber security incident response plans that outline the appropriate processes and procedures for incident management (including minimizing the impact of incidents), investigations, remediation, and recovery. Our cyber security program complies with applicable legal requirements, including timely reporting of any required cyber security incident. Integer conducts global cyber-incident response practice exercises to maintain our preparedness.

Integer continues to advance our cyber intelligence and analytic capabilities by proactively searching for and identifying evidence of malicious attacks while testing and improving our cyber security defenses. In doing so, we analyze ways to enhance our security program and reduce our attack surface. These efforts include comprehensive risk assessments, security audits, program enhancements, and penetration testing.

Integer’s cyber security efforts are not confined to our Cyber Security team, although associates in those roles do receive role-specific cyber security training. We require all associates to complete mandatory cyber security awareness and information handling training at the time of onboarding and on an annual basis. Non-associate workers with access to Integer systems must also complete this training that includes information handling training. This must be completed at the beginning of their engagement, with follow-up training annually. We regularly test our associates using various techniques, such as simulated phishing campaigns, to validate the efficacy of our cyber security training.

Our Audit Committee and ELT are actively engaged in overseeing our cyber security program and are committed to protecting our stakeholders from cyber threats. We are also committed to continuing to invest in our cyber security program and to monitor and improve our performance over time to ensure that we maintain the trust and confidence of our stakeholders.



## Integer Cyber Security Training



100% of technology users have completed Cyber Security training



Continued focus on Cyber Security Phishing Awareness Program



# BUSINESS CONTINUITY

## Integer Business Continuity Plan (BCP) Overview

The Integer BCP was initiated in 2018. The purpose of the Integer BCP is to enable the sustained execution of the critical processes in the case of an extraordinary event that causes these processes to fail the Integer minimum production requirements. The BCP captures the requirements needed to effectively respond to an event and efficiently regain operation of Integer processes and systems. It also incorporates the factors and steps necessary to prepare for a crisis (disaster or emergency).

The BCP serves as the centralized repository for the information, tasks, and procedures necessary to facilitate the site leadership's decision-making process and its timely response to any disruptive or extended interruption of the facility's normal business operations and services. This is especially important if the cause of the interruption is such that a prompt resumption of operations cannot be accomplished by employing only normal daily operating procedures.

Our combination of proactive assessment of risk and risk mitigation coupled with our detailed resumption planning has been done with the intent and goal of ensuring continuity of supply to our customers and stakeholders. In addition, each site maintains a comprehensive BCP.

The Integer BCP is designed to meet the following ISO standards: ISO 22301 (BCP) ISO 31000 (Risk Analysis) ISO 28000 (Security Management System) ISO 27000 (Security Supply Chain).

The Integer BCP is reviewed at the site level annually. Integer sites also conduct an annual BCP tabletop exercise to prepare site leadership teams to handle incidents that could occur on site.

Following are a few of the recent scenarios used during our BCP annual exercises:

- Enterprise Pandemic Plan (Real World Event)
- Site Civil Unrest scenario
- Site Production Equipment Risk Assessment & Mitigation exercise
- Site Electrical Power outage scenario
- Site Warehouse flood (caused by rain or pipe rupture) scenario
- Site Electrical fire incident
- Site missing Associate scenario



Integer Business Continuity Plan (BCP)  
Template

Initiated: December 2019

Reviewed: Jan 2025

The Integer BCP customer-facing document was created to provide an overview of the Integer BCP process. The BCP templates are explained, and examples are provided. This document is shared with customers and other stakeholders to show Integer business resiliency through risk identification and mitigation.

OUR PEOPLE  
OUR CULTURE



# TALENT MANAGEMENT



Leaders at Integer are responsible for managing and developing the talent of their associates. To facilitate leaders’ efforts, we rely on a “Talent Cycle” framework, which is a holistic, integrated approach for meeting the human capital needs of Integer. The Talent Cycle (i) defines the major categories of leadership responsibilities in alignment with the employment lifecycle and (ii) prioritizes programs and resources to ensure these responsibilities are executed consistently. Stages of the Talent Cycle include:

- Planning for current and future capabilities
- Acquiring the critical talent needed to run our business
- Engaging our associates to motivate and retain them
- Differentiating our talent to foster a performance culture
- Developing our talent to achieve performance excellence
- Building leadership capability and promoting associates who have demonstrated strong leadership capability

Developing our talent is one of the most critical stages in the Talent Cycle and an ongoing focus at Integer. We have defined a model of core skills and competencies to guide associates in their development planning. We encourage associates to actively focus on their own development through individual development plans, designed to help each associate be more effective in their current role and to prepare for their next role. Additionally, we regularly conduct talent reviews and succession planning to identify and develop our top leadership talent. Finally, all associates participate in our performance management process, which involves both ongoing feedback and a formal performance evaluation.

## Recent Highlights



Engagement survey with action planning across all plants



Leadership development program to build core leadership skills



Metrics to gauge leadership effectiveness across all aspects of the employee lifecycle



Best practice process for selecting new operations supervisors



# COMPENSATION PRACTICES

Our compensation and total rewards programs are designed to attract, retain and motivate associates to contribute to Integer’s success, and include market-competitive elements reflective of the geographies in which we operate. We incorporate many factors into associate pay decisions, including local-market compensation and benefits for similar roles, individual associate skills and experience in their role, individual performance — both annually and over multiple years — and relative contributions to the company’s short- and long-term success.

Integer fully supports the concept of equal work deserves equal pay regardless of an associate’s race, gender, ethnicity, age, religion or other non-job-related factors. To that end, we have analyzed the compensation of our senior leadership team and concluded there is no pay gap between genders. Pay decisions are regularly analyzed through the lens of fairness and equal treatment, focusing on ethnicity and gender.

## Ireland Gender Pay Gap Information Act

In 2024, the gender pay gap among associates in Ireland improved 1.8 percentage points, reflecting improvement in the measure of an associate’s base salary to market-midpoint.

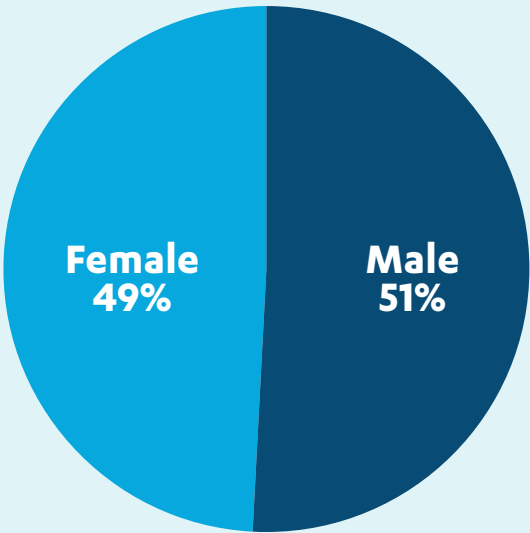


# CULTURE OF INCLUSION

Through our values, Code of Conduct, and commitment to Diversity and Inclusion (D&I), we strive to foster a culture that unifies and embraces the uniqueness each associate brings to Integer, positioning us for long-term success. We are committed to creating a better, more inclusive company in which all of us accept, respect and value one another’s individual differences, encouraging diverse perspectives and ideas that improve team synergy and communication and, ultimately, our business results..

In furtherance of these goals, our management approach continues to accelerate inclusion, creating a robust engagement platform designed to increase innovation and enhance business. We have created local and global engagement opportunities for associates.

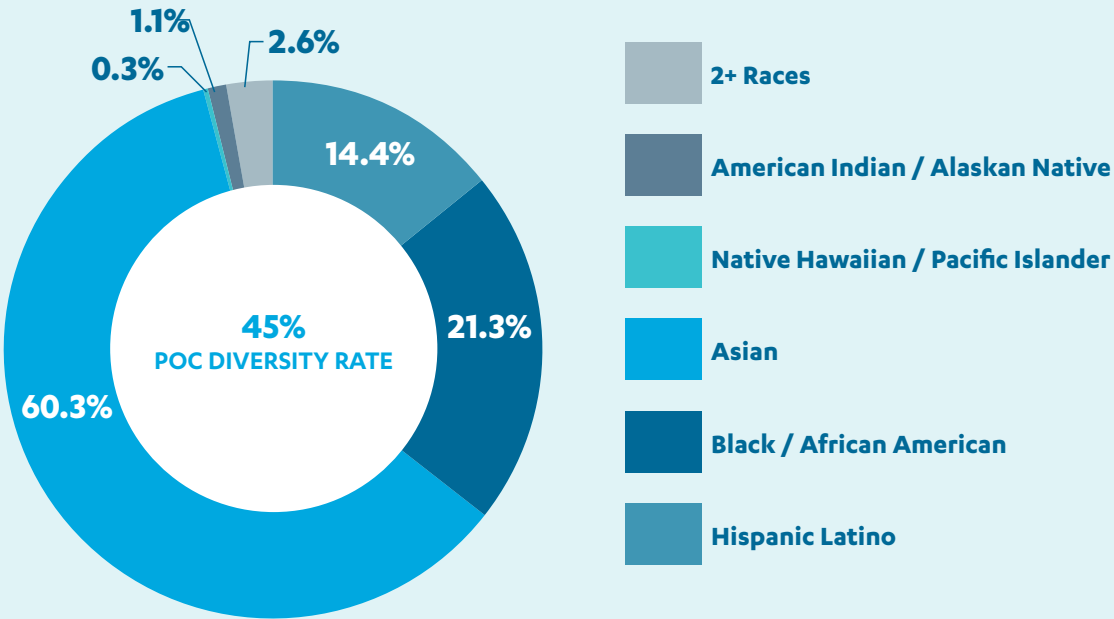
## Gender Representation



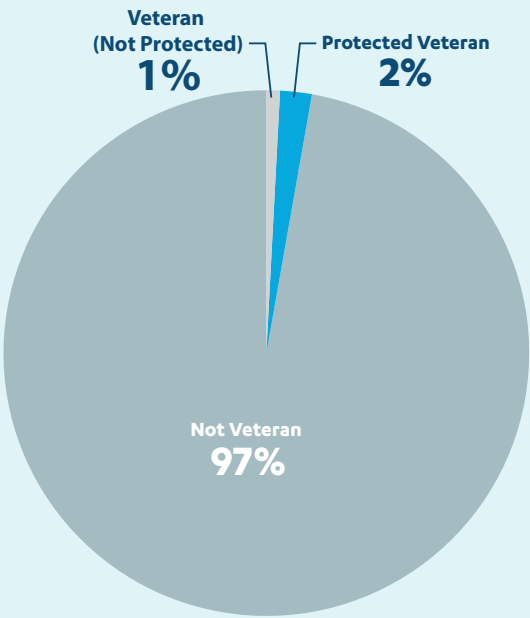
## Value of Inclusion – Our Journey

- As of June 30, 2025, 45% of our U.S.-based workforce are people of color
- Globally, 49% of our workforce as of Dec. 31, 2024, are women
- 100% of our executive leadership team actively engages with D&I programming and sponsorships
- We have established six Employee Resource Groups (ERGs), all of which are voluntary, employee-led groups of associates who join together based on common interests, backgrounds or demographic factors, open to any interested associate
- ERG Steering Committees are comprised of cross-functional teams of leaders and associates spanning the entire organization
- D&I Site Champions are empowered to promote Integer’s diversity and inclusion initiatives at each of our locations
- We created strong internal outreach and networking platform to connect associates through Viva Engage Communities

## Race / Ethnicity Representation



## Veteran Status Representation





# CULTURE OF INCLUSION

## Diversity & Inclusion Site Champions

Cultivating a culture of inclusion is critical to Integer’s success. In addition to our network of seven Employee Resource Groups, our unique and inclusive structure leverages local teams of Diversity & Inclusion Site Champions at each of our locations globally. At Integer, Site Champions are voluntary groups of local associates with a formal leadership structure that foster a positive workplace aligned with our vision, values, strategy, business practices and goals while remaining locally relevant in the communities where we operate. Each Site Champion team focuses on engaging our associates at every level by leading and promoting specific initiatives throughout the year. Our current Site Champion teams are located in the United States, Dominican Republic, Mexico, Ireland, Malaysia and Uruguay.



Athena Alliance



Black Enterprise Team



Connect-Gen



InspirASIAN



ISERVE



Pride



Site Champions

A few highlights to date include:

- **Raising Mental Health Awareness in Ireland** – A few years ago, our Site Champion team in New Ross, Ireland, marked World Mental Health Day with a meaningful initiative: the creation of a Mental Health First Aid Room—a confidential, safe space for associates, staffed by a trained mental health first aider. Building on this foundation in 2025, the team has continued to grow its network of mental health first aiders, reinforcing support for associate well-being. Recently, associates also planted a tree and developed a mental health park, offering a tranquil outdoor space where team members can take breaks and enjoy quiet moments in nature.
- **Mobilizing Inclusion through Senior Leadership** – During Integer’s 2024 in-person Senior Leadership Team meeting in Plano, Texas, our entire SLT participated in a workshop and developed talent and culture goals to embrace inclusion at Integer and on their respective teams. These commitments translated into action, including increased engagement with Employee Resource Groups, Global Site Champions, and our ERG-sponsored mentoring program, which is open to associates worldwide.
- **Engaging Remote Associates** – Recognizing an opportunity to foster connection and inclusion among Integer’s remote associates, Remote Associate Site Champions launched bi-monthly “Coffee Chats” in 2024. These 15-minute virtual gatherings offer remote associates a casual virtual space to engage with remote colleagues across the organization. Conversations are relaxed and friendly, providing connection for associates who don’t go into an office or otherwise have a regular opportunity to interact casually with other colleagues.



## Spotlight On: Minnesota Asian Fair Sponsorship

At Integer’s four Minnesota sites, just over 50% of associates are of Asian ancestry, with one site reaching nearly 67%. In May 2025, our InspirASIAN Employee Resource Group partnered with these sites to sponsor and participate in the annual Asian Fair in Plymouth, Minnesota, a celebration of Asian cultures through food, performances and activities.

Associates from all four locations volunteered to host a booth, share cultural experiences and connect with attendees – demonstrating Integer’s commitment to inclusion and diversity. This partnership highlights how we work together to strengthen community ties and honor the unique backgrounds that make our workforce strong.



# CORPORATE GIVING & VOLUNTEERISM

At Integer, we are committed to enhancing lives. This includes being good corporate citizens. By encouraging Integer’s associates to work together to support philanthropic activities, we are able to maximize our local reach and impact, while creating a stronger sense of community throughout our company.

To maximize our impact, Integer’s contributions and charitable giving are focused primarily on three areas:

- Education, including Science, Technology, Engineering and Math (STEM)
- Health & Wellness
- Environmental Stewardship

Associates at Integer’s local sites regularly give back to the communities where they live and work through volunteerism and fundraising efforts. Enterprise-wide, Integer is a proud supporter of the American Heart Association (AHA) and its mission to save and improve lives from impacted by cardiovascular disease and stroke. Each year, Integer associates and their families from a number of sites participate in the AHA Twin Cities Heart Walk, as well as other regional Heart Walk events across the U.S. Integer is additionally a supporter of the American Heart Association’s annual Go Red for Women Campaign.

Integer follows the AdvaMed Code of Ethics charitable giving guidelines.





# CORPORATE GIVING & VOLUNTEERISM



## Spotlight On: AHA Twin Cities Heart Walk

Integer is a proud supporter of the American Heart Association (AHA) and its critical work in raising awareness of and preventing cardiovascular disease and stroke.

This extends to annual support of the AHA Twin Cities Heart Walk, which brings thousands together to raise awareness and funds to fight cardiovascular disease and stroke.

Integer associates, families, and friends consistently join the walk, combining participation with generous fundraising efforts. Through sponsorship, matching contributions, and creative site activities, Integer associates help to lead the way in engagement and impact, advancing lifesaving research and education across communities.



## Spotlight On: Corporate Giving in Ireland

In late 2024, the Integer Spiddal, Ireland, site hosted a morning coffee event in support of the Galway Hospice Foundation.

The nonprofit organization focuses on providing compassionate palliative care to patients and their families in counties Galway and Mayo, Ireland.

Thanks to the efforts of the Integer team in Spiddal, associates raised and donated a total of €1,092. Efforts like these demonstrate Integer associates' commitments to the company's core values and support of the communities where we live and work.

# ASSOCIATE RECOGNITION

At Integer, we recognize and celebrate our associates and the difference they make in the lives of patients worldwide in a number of ways.

This extends to:

- Associate recognition events at our global sites, including celebrating milestone service anniversaries, general appreciation and cultural celebrations.
- Recognizing associates who go above and beyond in living and exemplifying Integer's core values through recognition certificates, thank you cards and other forms of recognition.
- Annual team and individual recognition by the Executive Leadership Team, awarded during Integer's Senior Leadership Team Meeting held each January.
- Specific team, departmental and peer recognition programs.
- Associate spotlights and recognition on companywide communications platforms, including Integer's intranet, digital signage and internal social media communities.
- Recognition programs created and facilitated by Integer's network of Employee Resource Groups (ERGs), annual Senior Leadership Team recognition, and other programs.





# HEALTH & SAFETY

## EHSS Governance

Environmental, Health, Safety & Security (EHSS) governance is critically important to drive a sustainable future for our associates and the environment where we live, work and do business. A comprehensive, robust, and compliant Environmental, Health, Safety and Security Management System (EHSSMS) is the foundation to achieve Integer's EHSS goal that all accidents and incidents are preventable.

To achieve our objectives, every single Integer associate from all levels of the organization is required to be accountable and engaged in our EHSSMS. All Integer associates must be accountable for their safety, as well as the safety of their peers, in order to achieve success.

Organizationally, to drive our EHSSMS and objectives, Integer has established a corporate EHSS Center of Excellence comprised of subject matter experts with many years of experience. All Integer manufacturing facilities have dedicated full-time and experienced professionals to lead and drive EHSS programs at the site level.

The foundation for governance starts with a robust EHSSMS. This system defines the structure, policies, and procedures on how Integer identifies, manages, and reduces risk. Corporate EHSS requirements and policies are the building blocks of our EHSS Management System, as they define our roles and responsibilities, accountabilities and engagement requirements, and methods for compliance with laws and regulations, as well as help to ensure risk identification and corrective action steps are executed across the organization.

Integer also reviews and considers consensus standards in our EHSSMS to continually improve, reduce risk and align with best practices. Using corporate guidance and templates, Integer buildings have site EHSS procedures and programs that are specific to their operations and identified risks.



EHSS professionals from all Integer locations as well as our Corporate Center of Excellence Group spent a week in our Clarence, NY facility collaborating, learning and sharing best practices.

To help align associates at all levels of our organization and maintain a successful EHSSMS, communication is critical. Our cross-functional EHSS communication activities include:

- **EHSS Alerts and Bulletins** – Effectively communicates critical EHSS information with all affected stakeholders within Integer and to drive appropriate reviews, preventative and corrective actions.
- **EHSS Council** – Bi-weekly meetings of site EHSS professionals to align on programs, share information and best practices, and work together to improve EHSS metrics across the organization. An annual onsite meeting is held to focus, collaborate, learn and strategize on EHSSMS elements.
- **EHSS Collaboration and Alignment** – Key Integer leaders in Operations and support departments meet monthly to candidly discuss leading and lagging indicators, initiatives and opportunities to drive continuous improvement and increase business resiliency.

### Environmental, Health, Safety and Security (EHSS) Commitment

Integer is committed to maintaining a comprehensive and effective Environmental, Health, Safety and Security (EHSS) program focused on conducting business in a manner that is safe for our associates, visitors and neighbors; environmentally responsible; and adheres to applicable requirements and regulations.

Our EHSS strategy:

- Reinforces an ethical culture of engagement, transparency and accountability.
- Focuses on proactive activities that prevent or minimize the risk of incidents and accidents.
- Ensures operations and business processes are conducted in compliance with applicable EHSS
- Includes continuous improvement goals and robust, integrated management systems to monitor and evaluate progress.
- Drives collaboration, innovation and awareness through communication and education.

Together, through this commitment, Integer is creating a healthy, safe, secure workplace for our associates; setting an example as a good steward of the local environments where we live and work; and building a resilient business.

All of us must continue working **SAFE-Together** we strive for an injury and accident free workplace in which we **See, Act, Follow-Up, and Engage Together.**

# HEALTH & SAFETY

## EHSS Risk Management

In an effort to evaluate hazards and effectively reduce risk, Integer utilizes various Environmental, Health, Safety & Security (EHSS) tools and methodologies as part of our Environmental Health, Safety & Security Management System (EHSSMS).

- **Global EHSS Data Management System** – Integer utilizes a proactive system that captures and tracks observations, suggestions, and incident reports. It provides a robust root cause investigation tool that aims to reduce risk. Also, it is used to ensure that regulatory based or best practice tasks are completed on time.
- **Internal Audit Program** – Internal compliance audits are completed periodically for all sites to assess compliance with applicable EHSS laws and requirements, Integer EHSS standards, and best practices. Any opportunities identified are tracked to closure.
- **Management of Change** – Integer has a robust EHSS change review process that is integrated within existing business processes which seeks to ensure that potential risks associated with material, process, and product changes are assessed, managed and ultimately reduced or eliminated.
- **Ergonomics** – Integer uses a comprehensive platform that provides training and tools to assess industrial and office ergonomics to find improvement solutions that reduce risk
- **Insurer Partnerships** – Integer partners with our insurance companies to identify opportunities for continual improvement, risk reduction, and the strengthening of our overall business resiliency. On a yearly basis, Integer commits to making capital improvements that reduce risk, potential losses and disruption to the business.



“At Integer, Environmental, Health, Safety and Security (EHSS) isn’t just a compliance checkbox—it’s a foundational core value that drives a positive associate morale and long-term business resilience. We recognize that unmanaged EHSS risks can impact not only our people and operations, but also the communities we serve and the patients that rely on our products. Through robust auditing, real-time monitoring, integration of EHSS into business processes, and a commitment to continuous improvement, we proactively identify and reduce potential risks before an incident or accident occurs. This comprehensive approach drives associate engagement, safeguards our workforce and environment, and reinforces our goal to be a forward-thinking organization with a best-in-class EHSS culture.”

**Kathy O'Shei,**  
Sr. Director, Environmental,  
Health, Safety & Security

Integer is committed to continuous improvement to address EHSS risk including ergonomic hazards, incident and accident corrective and preventative actions all while reducing business disruption.



## Reducing Risk through Internal Audits

In 2024, Integer completed 9 site internal audits. Our Corporate EHSS team leads these audits and uses a tool that maintains all local, state and country EHSS related regulations and standards to ensure up to date compliance obligations. Corrective and preventative actions are categorized by priority and tracked to closure using our Global EHSS Data Management System. One of our leading indicators of site EHSS performance is Internal Audit corrective action closure.



# HEALTH & SAFETY

## EHSS Culture & Engagement

Integer’s SAFE-Together system provides a framework for a world-class EHSS program that focuses on proactively changing behaviors and identifying risks through engagement of all associates in eight defined program elements.

### The program teaches associates to:

- S** **See** workplace hazards
- A** **Act** quickly to address immediate concerns
- F** **Follow**-up to correct or reduce hazards and risk
- E** **Engage** all associates through multiple conversation pathways
- T** **Together** to create a safe work environment

## 2024

### Site Level:

All sites monitor their engagement levels through a monthly engagement score review. This enables each site to identify specific opportunities for improvement in the following month.

### Center of Excellence (COE) Team:

The COE team continuously challenges implementation and engagement KPIs through the internal audit program, which includes the SAFE-T framework.

## 2025

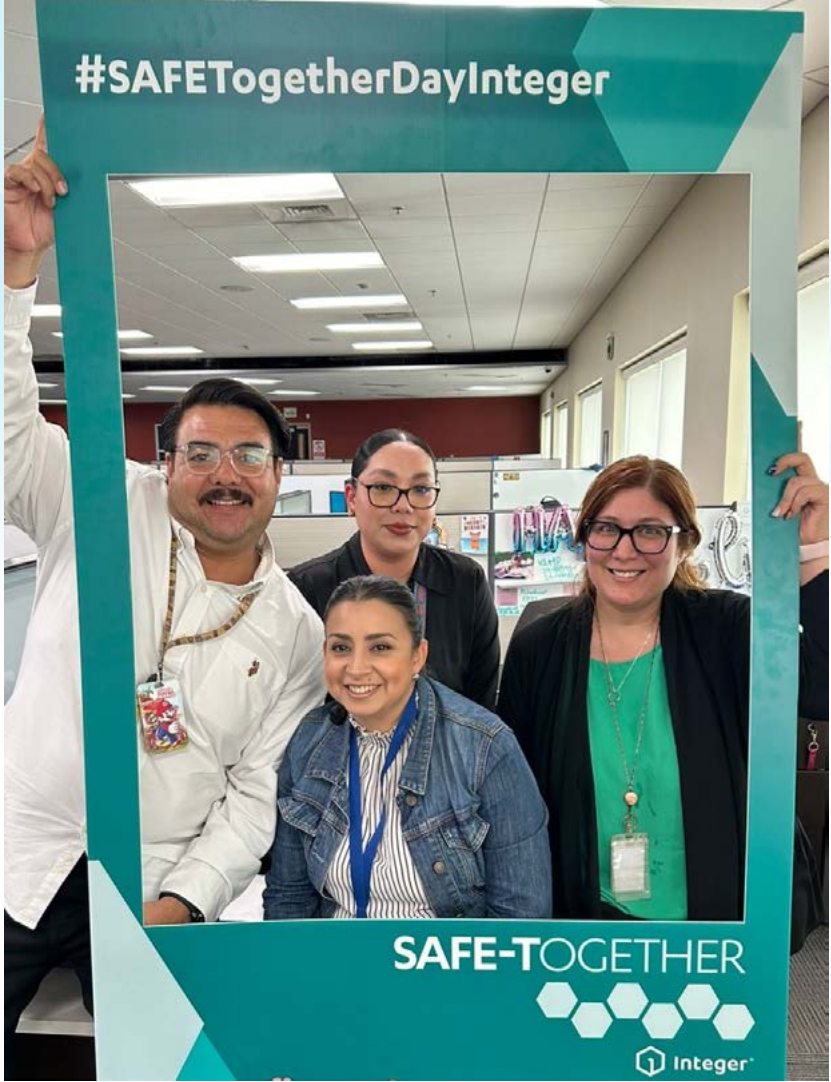
### Global EHSS Oversight:

As part of our commitment to continuous improvement, the SAFE-T program will be reviewed by the Global EHSS Team. This review will incorporate a behavior-based diagnostic model to better understand engagement drivers and identify targeted actions to enhance performance across all sites





# HEALTH & SAFETY



## SAFE-Together Day

Each year, associates across Integer celebrate SAFE-Together Day, Integer’s global day to not only reflect on the importance of working safely, but also participate in creative and fun activities to reinforce how to be safe. Activities include bringing awareness to safer work practices, recognizing the efforts of associates in maintaining a safe work environment, and encouraging associates to show their commitment to safety onsite and through the use of social media.



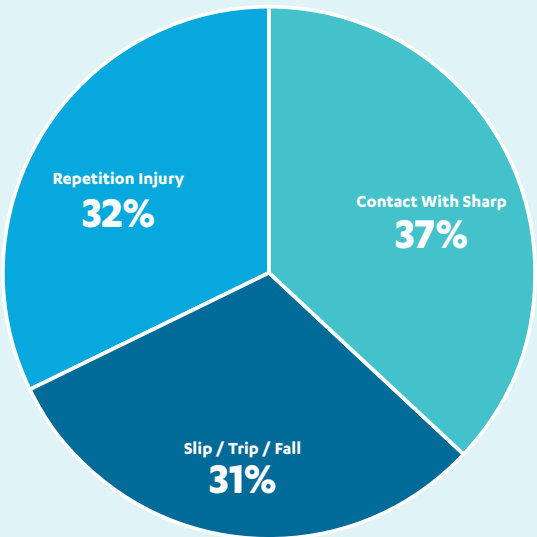
# HEALTH & SAFETY

## EHSS Performance

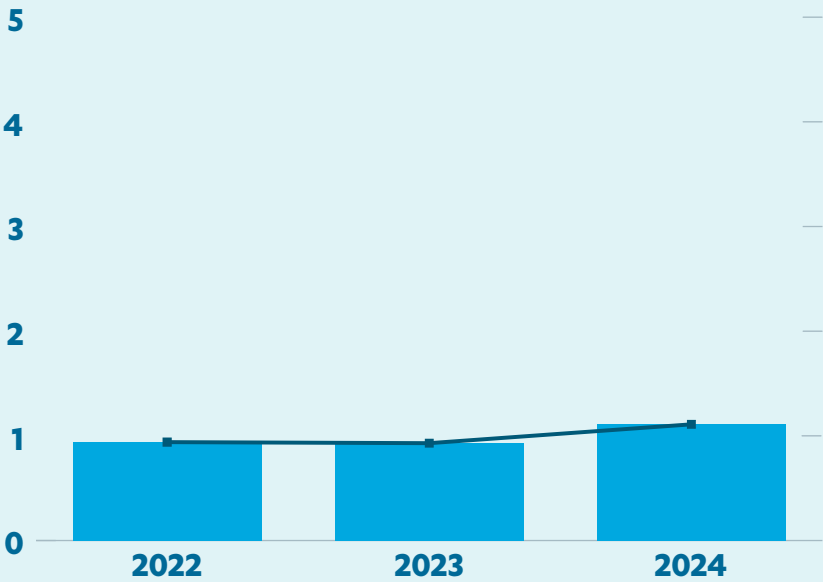
Integer strives for continual EHSS performance improvement through measuring both leading and lagging indicators. Leading indicators include reporting safety observations and suggestions, execution of business continuity objectives, and the implementation of SAFE-T engagement program initiatives. Additionally, Integer tracks traditional EHSS metrics such as incidents and completion status of corrective and preventative actions identified in audits or assessments.

At Integer, we aim to prevent all incidents through proper recognition, analysis, and minimization of risk. Periodic trending analysis is performed to evaluate safety trends and to develop short-term and long-term plans and guidance to address those trends in an effort to continuously lower risk and improve safety management and performance. EHSS Results/ Metrics: For the past three years, Integer has lowered its total recordable incident rate (TRIR) and has consistently maintained a rate lower than industry average.

### 2024 TRIR Injuries By Category



### TRIR By Calendar Year



## EHSS Training

All of Integer’s global locations provide applicable EHSS training as we seek to ensure compliance with EHSS regulations and educate our associates on safe and environmentally responsible work practices and procedures.

Examples of general training that all associates would receive include; Injury and illness prevention and reporting, chemical safety, and ergonomics.

Examples of specialized training that applicable associates would also receive include; emergency response team procedures, laser safety, and wastewater management.



### Injury Reduction Workshop Lacerations with Blade Tools

The Integer Tijuana facility conducted an Injury Reduction Workshop in 2024 with a focus on reducing workplace injuries, namely lacerations, involving blades. The team completed workstation risk assessments, added visual risk identification, and implemented multiple fixtures and tools to reduce risk. The goal was to reduce 40% of the unsafe conditions observed during risk assessments. The group surpassed the goal, successfully achieving a 50% reduction.

# ENVIRONMENTAL STRATEGY





# ENVIRONMENTAL COMPLIANCE

## Environmental Policy

Integer continually pursues environmental compliance and excellence in our overall corporate strategy and daily operations. Compliance with applicable environmental laws and standards is the minimum requirement to conduct business. The long-term goal of the organization is building upon this foundation to pursue industry-leading initiatives and certification. Many of our sites exceed compliance daily.

## Environmental Compliance Performance

- We were the subject of 13 environmental inspections from third parties in 2024
- 4 non-compliance observations were made, all were remedied and closed
- No fines were assessed to any of our facilities for an environmental non-conformance.



## Environmental Permitting & Registrations

Integer facilities across the globe maintained over 45 environmental permits, registrations, and certifications in 2024. This includes compliance with wastewater, stormwater, air emissions and chemical waste related requirements. We continue to focus on compliance and reduction opportunities.

# PRODUCT STEWARDSHIP

## Product Stewardship & Chemical Management

At Integer, we strive to responsibly manage the health, safety and environmental aspects of raw materials, intermediates and products through their life cycle and across the value chain in order to prevent or minimize negative impacts and maximize value for our stakeholders. We assess the impact of our products during design, development, sourcing, manufacturing, sales, use and disposal. This allows us to seek to produce products with less hazardous materials, which positively impacts product compliance and marketability, the environment, and both customer and associate safety.

Integer utilizes robust product compliance material assessments during our Product Development Processes to ensure applicable global restricted substance regulation compliance. Where feasible, we have full material data of all sourced materials and chemicals. We also partner with a third party to collect valuable supply chain material declarations for applicable restricted substance requirements, including:

- EU Medical Device regulated materials;
- Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) regulated materials;
- California Proposition 65 restricted materials;
- Various Restriction of Hazardous Substance (ROHS) requirements;
- Various Battery regulations requirements; and
- other substances of concern

This data is updated annually or as regulations change, new materials are considered, or as supplied items change.

## Planning for the Future: PFAS

Countries around the globe are using regulation to ban or restrict the use of per and polyfluorinated substances (commonly known as PFAS). These chemicals are known as, “forever chemicals”, meaning they do not break down over time and remain persistent in the environment and the human body. This group of chemicals is widely used in various industries and consumer products. One class of PFAS, fluoropolymers, are critical to various medical devices due to their high level of biocompatibility and inertness as well as being the material of choice for low friction applications.

Integer is committed to managing the PFAS compounds used in our manufacturing process in a responsible manner and to proactively manage our response to the developing regulatory landscape aimed at restricting PFAS usage. To address this risk, Integer has designated a cross-functional PFAS corporate project team. The team consists of workstreams that focus on PFAS identification in our products and supply chain, supplier and customer engagement, regulatory monitoring and reporting, elimination and change management of PFAS processing aids, and development of a technology roadmap for PFAS elimination.



## Planning for the Future: Battery Compliance

Many countries regulate batteries, including use of hazardous substances, waste collection, recycling and carbon footprint requirements. As a medical battery manufacturer, Integer must comply with global battery requirements. Although the new regulation has a phased in approach to requirements, Integer successfully met all 2024 requirements and continues to implement changes in 2025 and beyond to maintain compliance with this EU regulation.



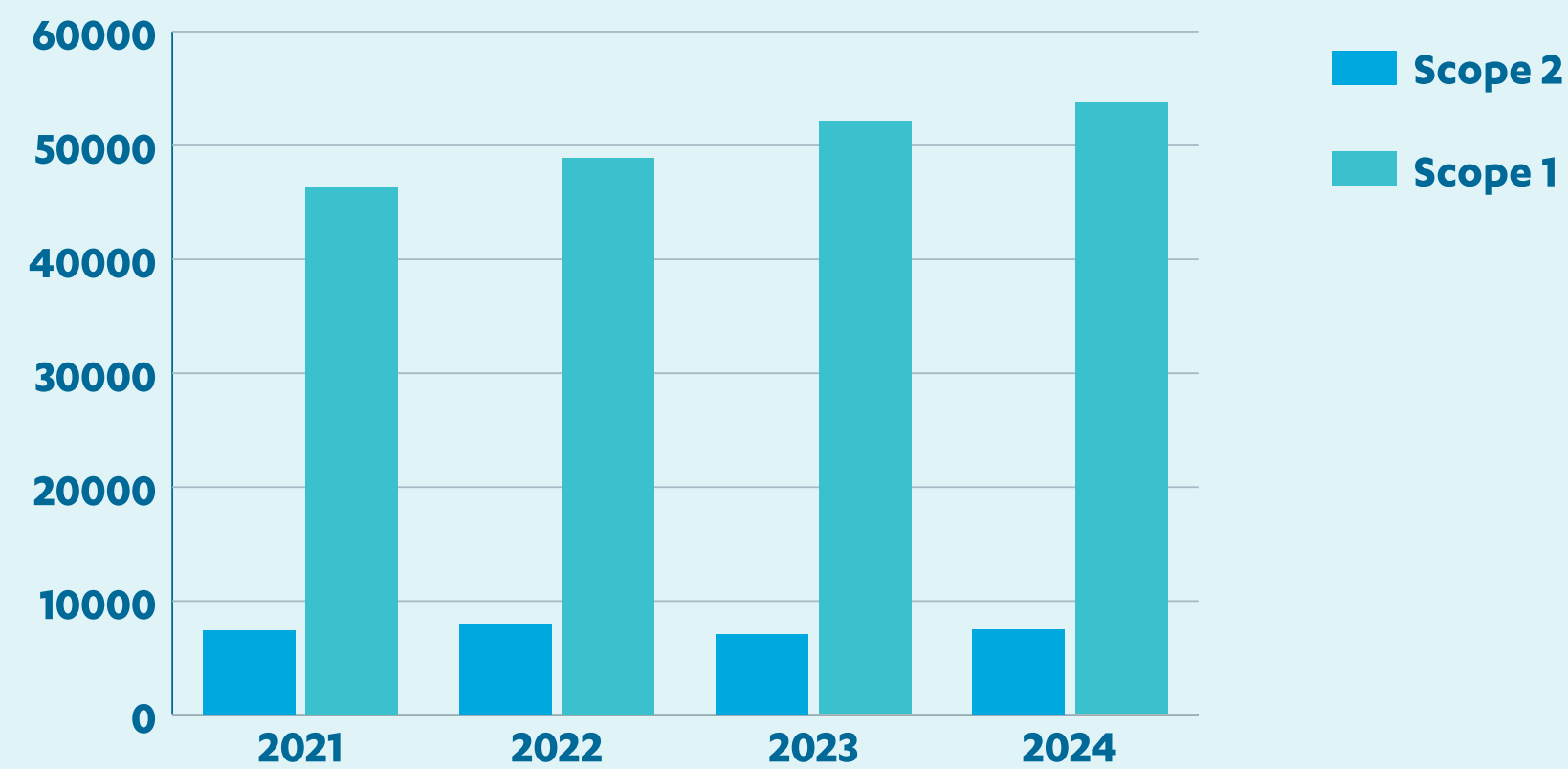
# ENERGY USE & EMISSIONS

## Energy Use & Emissions

Integer has been measuring our energy usage since 2019 and has worked diligently over the years to improve the accuracy and totality of the data, including during periods of growth. We have partnered with a utility management provider to establish a system of tracking and calculating emissions from both Scope 1 and 2 sources. We report annually to many of our customers as well as through the Carbon Disclosure Project (CDP).

Although Integer is early in our journey to address emissions and climate impact, we have an effective five-phase strategy that we plan to execute in the coming years.

Scope 1 & Scope 2 Emissions (tons CO2)



The data presented includes the most recent four years of emissions which will be used as a baseline for future initiatives and targets. Data reflects absolute values and increases are due to both organic and inorganic growth the Company has experienced over the years. Emissions from recent acquisitions of Pulse (2024) and Precision Coating (2025) not included. Emissions for Electrochem are included through October 2024, when this business was sold. 2024 emissions include InNeuroCo, acquired in October 2023.



# ENERGY USE & EMISSIONS

- 1

### Establish Baseline

Ensure Scope 1 & 2 emissions are tracked accurately and reported on frequently to interested stakeholders.
- 2

### Assess Reduction Opportunities

Assess all Integer locations for opportunities to reduce emissions. Work with a third-party provider to understand available renewable energy opportunities for all Integer locations and provide a Reduction Opportunities Registrar for Integer.
- 3

### Identify Renewable Sources

Work with a third-party provider to understand available renewable energy opportunities for all Integer locations. The deliverable is a Renewable Opportunities Registrar for Integer.
- 4

### Establish Goals & Targets

Once both the Energy and Renewable Opportunities Registrars are complete, establish goals for the organization. Communicate goals and establish targets for each Integer location.
- 5

### Execute on Plan

Each Integer location will establish a plan and execute to that plan to ensure targets are achieved.



In 2024, Integer completed construction of a new 67,000 sq ft facility in the Parkmore East area of Galway, Ireland. This new facility will support increasing demand for regional research, development, and manufacturing capabilities.

Delivering on our commitment to build sustainably, the new facility is designed and constructed to the highest green standards, including Nearly Zero Energy Building specifications. The facility boasts a state-of-the-art Building Management System that has been installed and effectively managed to optimize energy usage across the site. Some key settings and features include:

- Automatic shut down of Air Handling Units outside of working hours.
- Scheduled heating, cooling and lighting that aligns with working schedules.
- Automatic shut down of the Reverse Osmosis (RO) water plant until demand requires reactivation.
- Usage of Solar energy generated from rooftop photovoltaic panels to reduce reliance of energy from the grid.

In addition to new facility sustainable construction, two existing sites in Ireland have conducted energy reduction assessments with third parties. In 2025, Integer plans to assess three more sites in the US as well.

# GLOBAL REPORTING INITIATIVE (GRI) INDEX





# GRI CONTEXT INDEX

|                  |  |
|------------------|--|
| Statement of use | Integer has reported the information cited in this GRI content index for the period January 1, 2024 - December 31, 2024 with reference to the GRI Standards. |
| GRI 1 used       | GRI: Foundation 2021   |

| GRI Standard                    | Disclosure   | Location   |
|---------------------------------|--|--|
| GRI 2: General Disclosures 2021 | 2-1 Organizational details   | <a href="#">Our Company</a>  |
|                                 | 2-2 Entities included in the organization’s sustainability reporting             | <a href="#">Our Company</a>  |
|                                 | 2-3 Reporting period, frequency and contact point                                | <a href="#">About This Report</a>  |
|                                 | 2-4 Restatements of information  | None   |
|                                 | 2-5 External assurance   | None   |
|                                 | 2-6 Activities, value chain and other business relationships                     | <a href="#">Annual Report (10K)</a>                                      |
|                                 | 2-7 Employees  | <a href="#">Annual Report (10K)</a>                                      |
|                                 | 2-8 Workers who are not employees  | Omitted - information not available                                      |
|                                 | 2-9 Governance structure and composition   | <a href="#">Corporate Governance</a>                                     |
|                                 | 2-10 Nomination and selection of the highest governance body                     | <a href="#">Investor Relations</a>                                       |
|                                 | 2-11 Chair of the highest governance body  | <a href="#">Investor Relations</a>                                       |
|                                 | 2-12 Role of the highest governance body in overseeing the management of impacts | <a href="#">Corporate Governance &amp; ESG Strategy &amp; Governance</a> |
|                                 | 2-13 Delegation of responsibility for managing impacts                           | <a href="#">ESG Strategy &amp; Governance</a>                            |
|                                 | 2-14 Role of the highest governance body in sustainability reporting             | <a href="#">ESG Strategy &amp; Governance</a>                            |
|                                 | 2-15 Conflicts of interest   | <a href="#">Investor Relations</a>                                       |



# GRI CONTEXT INDEX

| GRI Standard                    | Disclosure  | Location   |
|---------------------------------|---|--|
| GRI 2: General Disclosures 2021 | 2-16 Communication of critical concerns                           | <a href="#">Ethics &amp; Compliance</a>  |
|                                 | 2-17 Collective knowledge of the highest governance body          | <a href="#">Investor Relations</a>   |
|                                 | 2-18 Evaluation of the performance of the highest governance body | <a href="#">Investor Relations</a> & <a href="#">Corporate Governance</a>  |
|                                 | 2-19 Remuneration policies  | <a href="#">Investor Relations</a>   |
|                                 | 2-20 Process to determine remuneration                            | <a href="#">Investor Relations</a> & <a href="#">Corporate Governance</a>  |
|                                 | 2-21 Annual total compensation ratio                              | <a href="#">Investor Relations</a>   |
|                                 | 2-22 Statement on sustainable development strategy                | <a href="#">ESG Strategy &amp; Governance</a>  |
|                                 | 2-23 Policy commitments   | Omitted - information not available  |
|                                 | 2-24 Embedding policy commitments                                 | <a href="#">Ethics &amp; Compliance</a>  |
|                                 | 2-25 Processes to remediate negative impacts                      | <a href="#">Ethics &amp; Compliance</a>  |
|                                 | 2-26 Mechanisms for seeking advice and raising concerns           | <a href="#">Ethics &amp; Compliance</a>  |
|                                 | 2-27 Compliance with laws and regulations                         | <a href="#">Annual Report (10K)</a> & <a href="#">Environmental Compliance</a> for environmental related reporting |
|                                 | 2-28 Membership associations                                      | Omitted - information not available  |
|                                 | 2-29 Approach to stakeholder engagement                           | <a href="#">ESG Strategy &amp; Governance</a>  |
|                                 | 2-30 Collective bargaining agreements                             | Omitted - information not available  |
| GRI 3: Material Topics 2021     | 3-1 Process to determine material topics                          | <a href="#">ESG Strategy &amp; Governance</a>  |

# GRI CONTEXT INDEX

| GRI Standard                               | Disclosure  | Location                                      |
|--|---|---|
| GRI 3: Material Topics 2021                | 3-2 List of material topics   | <a href="#">ESG Strategy &amp; Governance</a> |
| GRI 201: Economic Performance 2016         | 3-3 Management of material topics   | <a href="#">Annual Report (10K)</a>           |
|  | 201-1 Direct economic value generated and distributed   | <a href="#">Annual Report (10K)</a>           |
|  | 201-2 Financial implications and other risks and opportunities due to climate change                                | <a href="#">Annual Report (10K)</a>           |
|  | 201-3 Defined benefit plan obligations and other retirement plans   | <a href="#">Annual Report (10K)</a>           |
| GRI 205: Anti-corruption 2016              | 3-3 Management of material topics   | <a href="#">Code of Conduct</a>               |
|  | 205-2 Communication and training about anti-corruption policies and procedures                                      | <a href="#">Code of Conduct</a>               |
| GRI 305: Emissions 2016                    | 3-3 Management of material topics   | <a href="#">Energy Use &amp; Emissions</a>    |
|  | 305-1 Direct (Scope 1) GHG emissions  | <a href="#">Energy Use &amp; Emissions</a>    |
|  | 305-2 Energy indirect (Scope 2) GHG emissions   | <a href="#">Energy Use &amp; Emissions</a>    |
| GRI 403: Occupational Health & Safety 2018 | 3-3 Management of material topics   | <a href="#">Health &amp; Safety</a>           |
|  | 403-1 Occupational health and safety management system  | <a href="#">Health &amp; Safety</a>           |
|  | 403-2 Hazard identification, risk assessment, and incident investigation  | <a href="#">Health &amp; Safety</a>           |
|  | 403-4 Worker participation, consultation, and communication on occupational health and safety                       | <a href="#">Health &amp; Safety</a>           |
|  | 403-5 Worker training on occupational health and safety   | <a href="#">Health &amp; Safety</a>           |
|  | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | <a href="#">Health &amp; Safety</a>           |
|  | 403-9 Work-related injuries   | <a href="#">Health &amp; Safety</a>           |
|  | 403-10 Work-related ill health  | <a href="#">Health &amp; Safety</a>           |

| GRI Standard                                  | Disclosure   | Location  |
|---|--|---|
| GRI 404: Training and Education 2016          | 3-3 Management of material topics  | <a href="#">Talent Management</a>                       |
|   | 404-2 Programs for upgrading employee skills and transition assistance programs                    | <a href="#">Talent Management</a>                       |
|   | 404-3 Percentage of employees receiving regular performance and career development reviews         | <a href="#">Talent Management</a>                       |
| GRI 405: Diversity and Equal Opportunity 2016 | 3-3 Management of material topics  | <a href="#">Culture of Inclusion</a>                    |
|   | 405-1 Diversity of governance bodies and employees   | <a href="#">Culture of Inclusion</a>                    |
|   | 405-2 Ratio of basic salary and remuneration of women to men                                       | <a href="#">Compensation Practices</a>                  |
| GRI 416: Customer Health and Safety 2016      | 3-3 Management of material topics  | <a href="#">Commitment to Quality</a>                   |
|   | 416-1 Assessment of the health and safety impacts of product and service categories                | <a href="#">Commitment to Quality</a>                   |
| GRI 418: Customer Privacy 2016                | 3-3 Management of material topics  | <a href="#">Information Security &amp; Data Privacy</a> |
|   | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | <a href="#">Information Security &amp; Data Privacy</a> |





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