



Making a Difference

Integer's Inaugural Impact Report



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ABOUT THIS REPORT

Integer Holdings Corporation (“Integer”) is excited to release our first impact report “Making a Difference,” covering the 2023 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, 2023, to December 31, 2023. 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 Environmental, Social and Governance 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

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.

CEO MESSAGE



I am excited to introduce Integer's first Impact report. At Integer, corporate citizenship is a key part of our identity. Our vision is to enhance the lives of patients worldwide by being our customers' partner of choice for innovative medical technologies and services. It is our privilege to work side-by-side with leading medical device companies to design and develop therapies that will shape the future of medicine. From repairing or replacing faulty heart valves and treating irregular heart arrhythmias, to reducing the impact of strokes and addressing chronic pain, we help bring forward innovation to treat more patients and deliver more effective therapies. This honor comes with tremendous responsibility that drives us to strive for excellence in everything we do.

Most of us know someone – a neighbor, a friend, a family member or even ourselves – who needed a guidewire, pacemaker, or other form of life-enhancing treatment that Integer helped create. This personal connection strengthens our commitment to delivering the highest level of quality. From concept to production, Integer's structured and disciplined approach ensures the devices we produce work as designed, every time. We also work diligently with our suppliers to ensure their work meets our high standards and we have the quality materials we need to deliver on our commitments.

Integer is a critical part of the highly regulated, global medical device industry. In addition to our commitment to quality, we maintain the highest level of regulatory and trade compliance. We make the necessary investments in the business to ensure that we are meeting all relevant international standards and supporting global regulatory, quality, and import/export initiatives.

From a culture perspective, our six core values – customer, innovation, collaboration, inclusion, candor and integrity – guide and unite us, creating a foundation for long-term success. Safety is paramount at Integer. Cultivating a safe working environment is the foundation to delivering the quality our customers expect and patients need. In addition, our global Employee Resource Groups, sponsored by Executive Leadership Team members, are bringing forward programs to help us better understand one another's unique differences and perspectives so we can deliver our full potential. These diverse perspectives not only make Integer a better place to work but ultimately produce better outcomes.

Our focus on continuous improvement emphasizes eliminating waste and creating efficiencies and cost savings that drive value in our business. We are investing in leadership skills to strengthen our business and enhance associate engagement, technical capabilities to advance the future of medical devices, and manufacturing capacity to meet increasing customer demand. All this work is helping us minimize our environmental footprint and maximize the positive impact we have on our associates, partners, and the communities where we live and work around the world.

Joe Dziedzic

President & CEO

ESG MESSAGE



As a global medical device contract development and manufacturing organization, Integer’s impact is far-reaching. From the life-enhancing work our more than 11,000 associates safely perform on four continents daily, to our strong partnerships with our customers and communities, we are committed to making a difference in the lives of patients worldwide. This inaugural Integer Impact Report seeks to further define that impact by highlighting our strategy, approach and corresponding progress in the environmental, social and governance space.

At Integer, our overarching vision directly aligns with our ESG mission, which we define as enhancing lives globally by conducting our business operations in a socially and environmentally responsible manner.

Our commitment to this responsibility is further illustrated in many areas throughout this report, from our robust compliance, ethics and governance programs, strong leadership and oversight of our ESG strategy by Integer’s Board of Directors, focus on health, safety and environmental initiatives and progress, and much more.

We also elaborate on and are proud of the range of inclusive initiatives we support as a global employer. In 2020, we formally implemented our diversity & inclusion (D&I) program and launched our first Integer Employee Resource Group. Since that time, our efforts have grown to include six ERGs - each are fully associate-established and led – and a global network of D&I champions at every Integer site.

In addition, we are pleased to have established an increasingly comprehensive safety program, which stresses the importance of working safely together above all – a commitment all our associates uphold and celebrate during a dedicated “SAFE-Together” day annually.

While we strive for continuous improvement and recognize there is much work to be done, we are proud of the solid foundation we have built and look forward to continuing to responsibly demonstrate our impact.

We hope you enjoy reading about the progress we have already made and will continue to make on our ESG journey.

McAlister Marshall

Sr. Vice President, General Counsel,
Chief Ethics & Compliance Officer &
Corporate Secretary

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

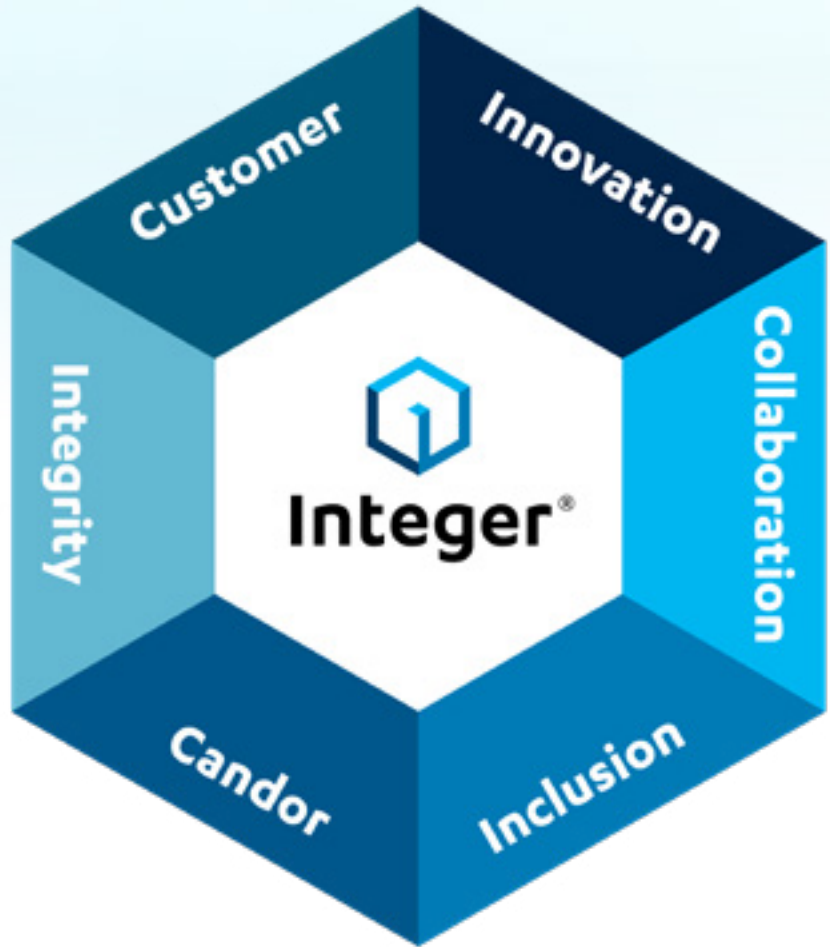
We always interact with others respectfully

CANDOR

We are open and honest with one another

INTEGRITY

We do the right things and we do things right

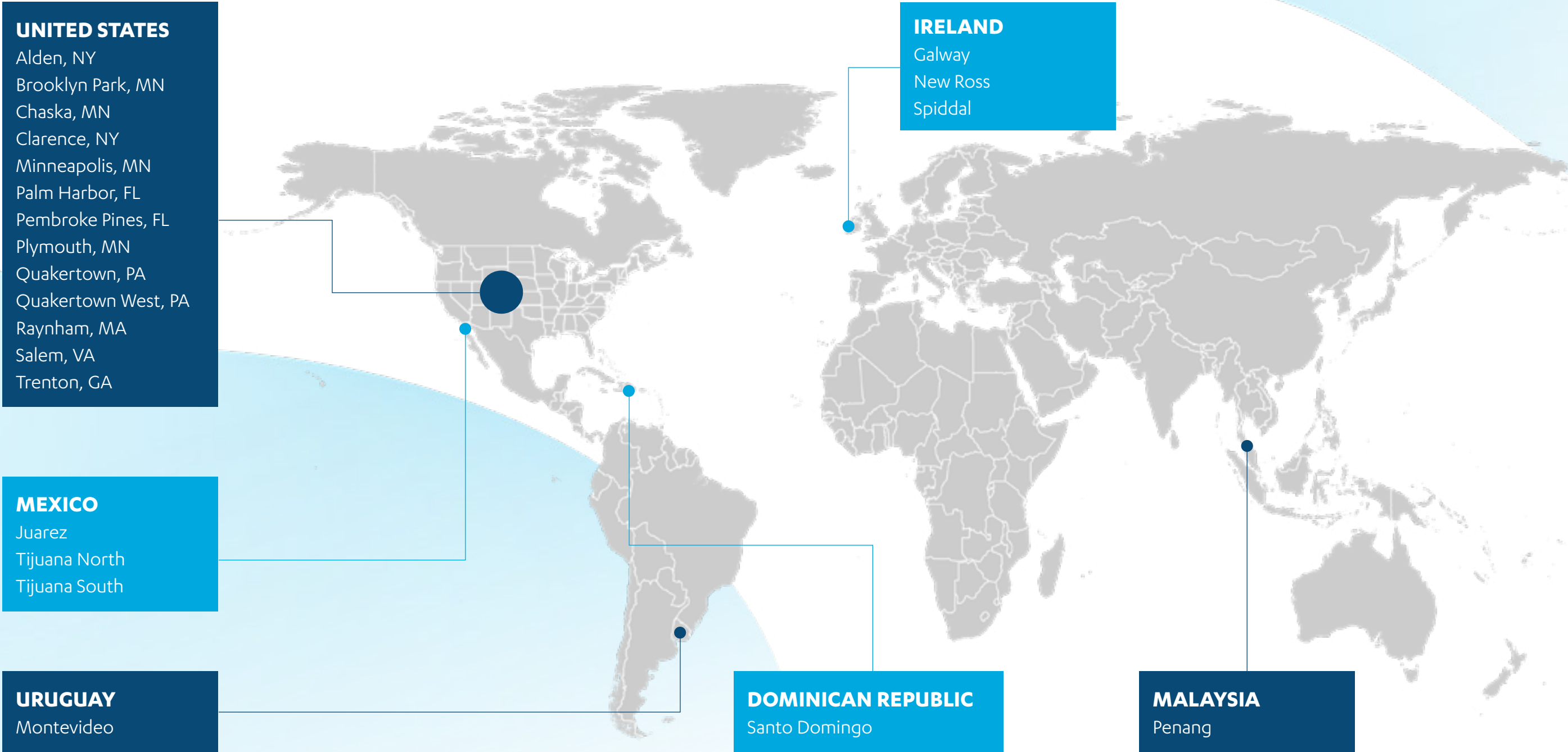


OUR HISTORY

1940s - 1950s	1960s	1970s	1980s	1990s	2000s	2010s	2020s
1940 Albert H. Mainwaring founded Uniform Tubes in Pennsylvania, manufacturing metal tubing for shielded communications cable 1947 Joseph Fleischhacker Sr. founded Lake Region Manufacturing in Minnesota 	1960 First successful implant of the Greatbatch pacemaker, introduction of primary cells as the energy source Lake Region partners with Medtronic on their pacemaker, developing the pacing lead coil 1962 Wilson Greatbatch patents the implantable pacemaker 	1970 Wilson Greatbatch Ltd. (WGT) founded in Clarence, NY 1972 Greatbatch's first lithium iodine pacemaker battery implanted 1975 Greatbatch's first metal-ceramic feedthrough implanted 1978 Lake Region develops its first finished coronary guidewire 1979 Greatbatch Ltd. starts commercial division, Electrochem	1982 Dr. Peter Osypka founds Oscor to develop pacing leads & cardiac ablation  1983 Oscor develops world's first retractable screw-in pacing lead 1987 Greatbatch's first lithium SVO ICD battery implanted	1991 Lake Region co-develops the first implantable port 1996 UTI establishes Stent Technologies to provide laser and finishing services for coronary and peripheral vascular stents 1996 UTI acquires Spectrum Manufacturing to expand laser and electrical discharge machining capabilities for the arthroscopic, laparoscopic and endoscopic markets	2000 IPO of WGT on NYSE 2002 Greatbatch acquires Globe Tool and Manufacturing 2004 UTI Corporation acquires Medsource Technologies, renamed Accellent 2005 WGT becomes Greatbatch, Inc. Manufacturing facilities opened in Alden, NY, and Tijuana, MX 2008 Greatbatch acquires Precimed, S.A., and Chaumont facility to enter the orthopedics market	2014 Greatbatch acquires CCC Medical Devices Accellent Inc. acquires Lake Region Medical, and retains Lake Region name 2015 Greatbatch, Inc. acquires Lake Region Medical to create one of the world's largest medical device outsource manufacturers 2016 Greatbatch is renamed Integer Greatbatch spins off Nuvectra 2018 Integer sells its Advanced Surgical & Orthopedic product lines to Viant 2019 Integer acquires certain assets of US BioDesign	2021 Integer acquires Oscor, increasing global footprint to the Dominican Republic  Announces plans for a new medical device Innovation and Manufacturing facility in Galway, Ireland 2022 Integer acquires Aran Biomedical, adding highly differentiated medical textile and coating technologies  Announces major expansion of its manufacturing site in New Ross, Ireland 2023 Integer acquires assets of InNeuroCo and its neurovascular catheter capabilities  2024 Pulse Technologies joins Integer, solidifying precious and non-precious metal machining capabilities 

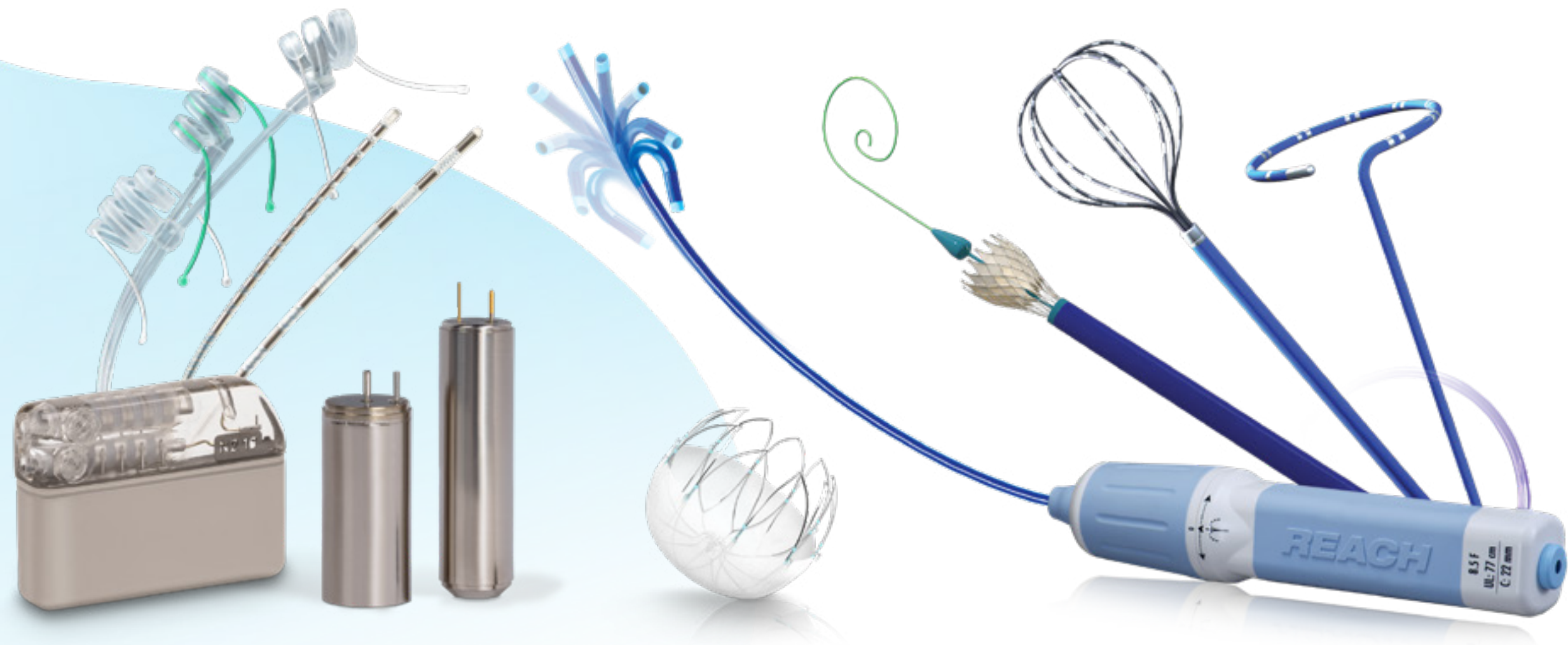
OUR LOCATIONS

Primary R&D and Manufacturing Facilities



OUR PRODUCTS

- Cardiac Rhythm Management
- Neuromodulation
- Vascular Access
- Cardiovascular
- Structural Heart
- Electrophysiology
- Peripheral Vascular
- Neurovascular
- Urology
- Oncology
- Non-Medical Batteries for Energy, Military, and Environmental Markets



INTEGER BY THE NUMBERS



80
Years of
Manufacturing
Experience

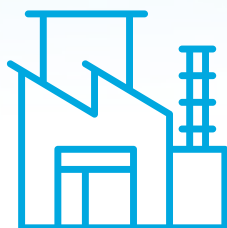


\$1.6B
2023 Annual
Revenue

Geographic
Footprint

4

Continents



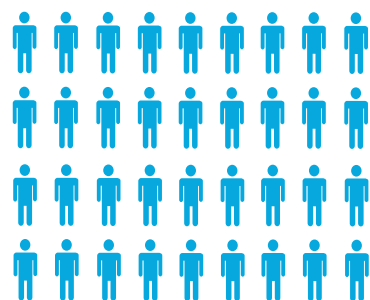
18

Manufacturing
Facilities



10

R&D
Centers



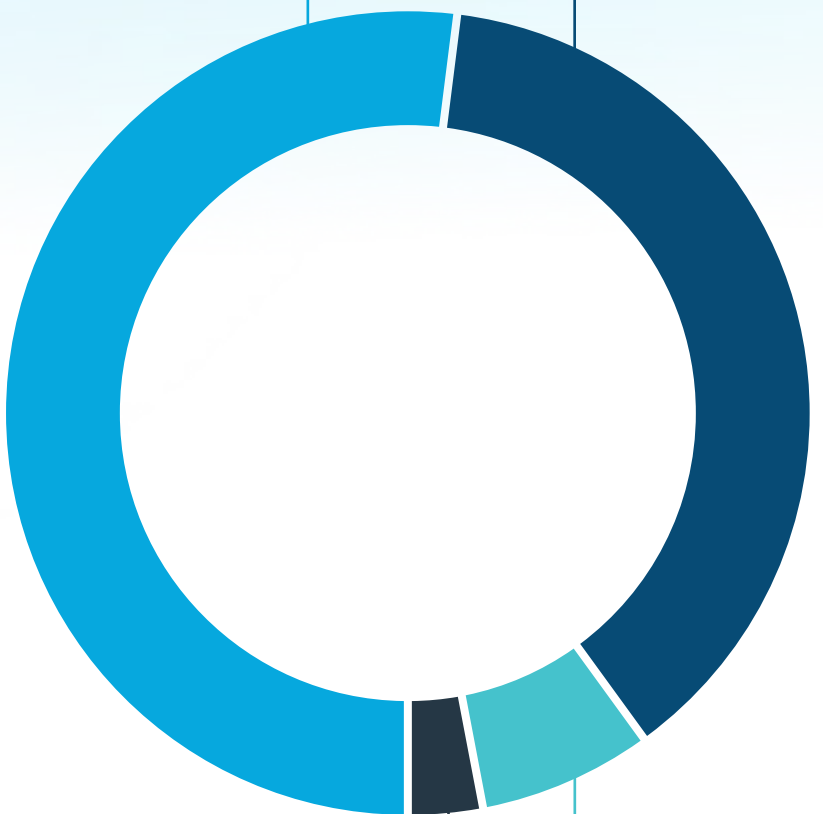
11,000+
Integer Associates

52%

Cardio &
Vascular

38%

Cardiac Rhythm &
Neuromodulation



3%

Non-medical
batteries

7%

Advanced Surgical,
Orthopedic & Portable
Medical

GLOBAL CAPABILITIES



Continuous investment
and integration



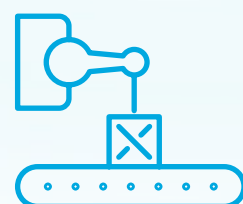
Operational agility



Global leverage



Supplier excellence



WORLD-CLASS MANUFACTURING

Lean, state-of-the-art facilities

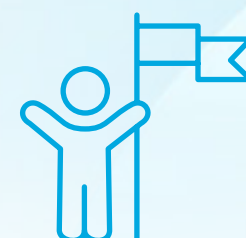
21 are ISO 13485 certified

13 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



GLOBAL SUPPLY CHAIN

Global sourcing

Strategic sourcing

Supplier management

Risk management

Shipping/logistics

Sales and operations planning

MANUFACTURING EXCELLENCE

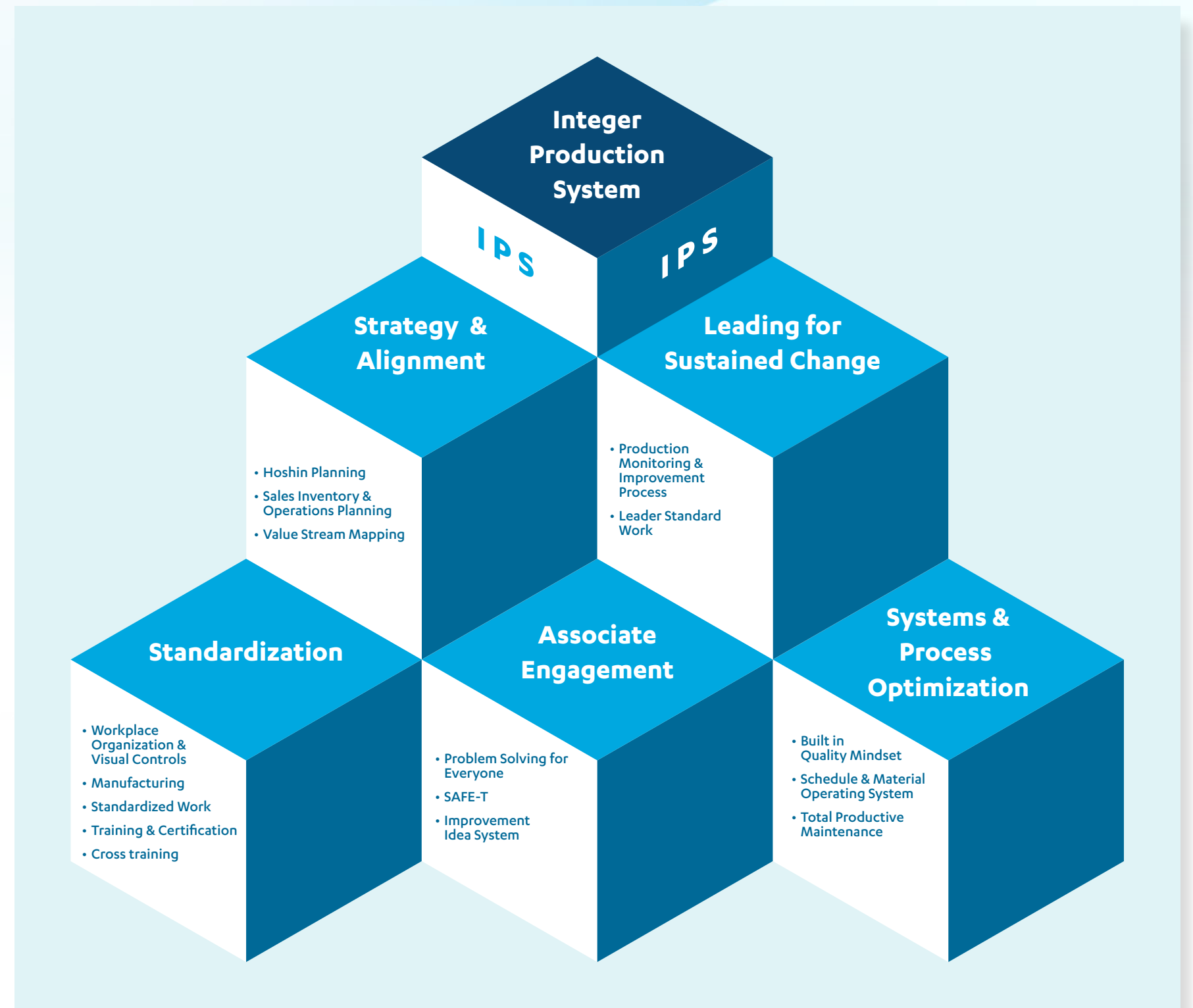
Integer is focused on achieving excellence within our manufacturing operations worldwide. The Integer Production System (IPS) defines our manufacturing best practices to achieve excellence in safety, quality, delivery, responsiveness, and efficiency. The IPS is our solid foundation paving the path to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

Overview Of QMS

Quality Assurance				Design Assurance	Regulatory Affairs		
Quality Systems	Quality Engineering	Supplier Quality Engineering	Life Sciences	Design Assurance	Regulatory Affairs	Clinical Affairs	Post Market / Product Monitoring
Responsibilities: • Management Review • CAPA Board • Internal Audits • Support External Audits • Implementation Plans • Quality Agreements • Facilitate External Standards • Complete • Establishment • Registration and other Quality System Licenses • Site Documentation Control	Responsibilities: • Production Support • Support NCR • Support CAPA • Direct Complaint (if no PM team) • Control Plans • Support CI Projects • Support Process Development • Support Process Risk Management • Calibration • Inspection & Test	Responsibilities: • SQM Board • Supplier Evaluation • Supplier Change Management • Supplier Monitoring • Supplier Risk Assessment • Supplier Agreements • Supplier NCRs • SCARs	Responsibilities: • Sterilization • Microbiology • Cleanroom Controls • Environmental Monitoring • Biocompatibility	Responsibilities: • Support Development Projects • Ensure Requirements are Based on Data & Good Scientific Practices • Ensure Drawing Concurrence • Sourced Item Qualification • Support Design Risk Management • Test Method Characterization • Test Method Development • Design Verification Support • Design Validation Support • Drive Compliance to Standards • Support Sustaining for Integer Owned Products • Support Regulatory Submissions	Responsibilities: • Compliance to Regulations • Support Site Audits • Customer Change Notification • Gain and Keep Product Approvals • Complete Regulatory Requests • Product Licenses, Fees • Regulatory Intelligence	Responsibilities: • Clinical Development Plan • Clinical Evaluation Plan • Clinical Evaluation Report • Provide Clinical Support • Post Market Decision Making • Manage Physician Advisory board • Increase Organizational Awareness of Product Usage in the Field	Responsibilities: • Compliant Investigation • Customer Direct Complaints • Indirect Complaints • Post Market Surveillance Report • Periodic Safety Update Report • Recalls, Field Safety Notice • Product Field Trending

COMMITMENT TO QUALITY



“Our quality efforts are only as strong as our associates, and their engagement in ensuring the highest levels of quality in everything we do directly impacts our ultimate success.”

Margaret Carthy
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
- 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-SSAI-2012 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



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

Integer is additionally committed to ensuring ethically and environmentally responsible supply chain practices. This extends to:

- **C-TPAT Member:** Integer is a certified member of the Customs-Trade Partnership Against Terrorism (C-TPAT) program and as such is required to make periodic assessments of its supply chain based upon the CTPAT security criteria. Integer strongly urges our suppliers to adopt the security standards of this program and that they take reasonable steps in ensuring necessary security measures are in place and followed throughout their supply chain.
- **Anti-Trafficking:** Integer is a federal contractor or subcontractor and will take appropriate actions, up to and including termination, to ensure its employees, agents, or subcontractors do not violate the United States Government's policy prohibiting trafficking in persons. The United States

Government has adopted a policy prohibiting trafficking in persons, including, but not limited to, the trafficking-related activities of this Section. The United States Government policy and specific prohibited actions are set forth in Federal Acquisition Regulation 52.222-50.

- **California Transparency in Supply Chains Act of 2010:** This act is designed to increase the amount of information made available by manufacturers and retailers regarding efforts to address the issue of slavery and trafficking in persons. As part of the onboarding process, Integer requires all new suppliers to undergo a quality audit that reviews human resources and labor practices. In addition, high risk suppliers are identified through Integer's supply chain management and are audited at least annually. Integer requires our suppliers to provide a certificate of conformance and source for direct materials. This requirement facilitates controls on material sources. Integer's supplier driven change policy and subsequent management do not allow for changes to be made to material processes or sources without written approval.
- **Compliance with Global Anti-Bribery and Anti-Corruption Laws and Regulations:** Integer suppliers agree to comply, and to cause its affiliates to comply, with the U.S. Foreign Corrupt Practices Act ("FCPA") and all other applicable antibribery and anti-corruption laws and regulations ("Anti-Corruption Laws") in its performance of its obligations under this Order. Without limiting the generality of the foregoing, suppliers shall not take any action that may cause Integer to be in violation of the FCPA or any other Anti-Corruption Laws. Further, supplier shall immediately notify Integer if supplier has any information or suspicion that supplier or its affiliates may be a violation of the FCPA or any other Anti-Corruption Law.

Conflict Minerals Program

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, our vision to enhance the lives of patients worldwide is grounded by our Environmental, Social and Governance (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.

- **Board of Directors** – Our Board of Directors maintains ultimate oversight responsibility of all ESG related matters. The Board uses multiple Board committees to oversee specific ESG topics, policies and processes.
- **Senior Vice President, General Counsel & Corporate Secretary** – Our Senior Vice President, General Counsel & Corporate Secretary is responsible for ESG program oversight and coordination of strategic objectives with the CEO and Board of Directors.
- **Executive ESG Council** – A cross-functional senior leadership team provides oversight and direction to the Management ESG Council and helps ensure the alignment of program priorities and resource availability. Executive ESG Council members include Senior Vice President, General Counsel & Corporate Secretary; Chief Human Resources Officer; Chief Finance Officer; Senior Vice President, Investor Relations, Strategy and



Business Development; and Executive Vice President, Global Quality & Regulatory Affairs.

- **Management ESG Council** – A cross-functional team of leaders responsible for identifying and recommending strategy, programs, initiatives and other ESG matters to the Executive ESG Council. Functions represented on the Management ESG Council include Environmental, Health, Safety & Security, Human Resources, Corporate Communications, Legal, Information Technology, Finance, Supply Chain, Quality, and Operations.

Our ESG Strategy

Integer’s ESG strategy begins with three simple questions.

1. How do we engage with society and our community?
2. How do we manage ourselves to ensure accountability?
3. How do we manage our impact on the environment?

To help answer these questions, we completed a Readiness Assessment to evaluate Integer’s current practices and identify opportunities for consideration. Additionally, we conducted a Materiality Assessment where we engaged with both internal and external stakeholders to identify which topics matter most to our stakeholders and have the largest impact on the business.

Armed with this information, our next steps will be to produce an ESG strategic roadmap that is intended to include initiatives, projects and plans designed to seek to reduce our impact and improve our processes.

MATERIALITY ASSESSMENT

In early 2023, Integer finalized our first ESG materiality assessment. The purpose was to identify topics that are significant or “material” to Integer and our stakeholders. The assessment helps to ensure Integer has a meaningful reporting mechanism in place to effectively inform associates and stakeholders. Additionally, the results of this assessment enable the organization to create a robust ESG strategy that focuses on material topics we can influence and control.

The assessment process, which began in late 2021, included a review of nine popular ESG reporting frameworks, top investor policies and guidelines, evaluation of large stakeholder service partners rating systems, key customer ESG expectation communications, and applicable global regulations or standards, including the then proposed U.S. Securities and Exchange (SEC) climate disclosure rule. We also distributed a materiality survey to the following groups:

Executive Leadership & Senior Leadership Teams

Our associates’ contributions are a differentiator at Integer and ultimately determine our success. Their collective knowledge of our products, processes and culture is invaluable and establishes our ESG foundation.

Board of Directors

The Integer Board of Directors oversees risk and the long-term value of the company. Their opinion on ESG matters sets the tone for our strategy and company alignment.

Several Top Customers

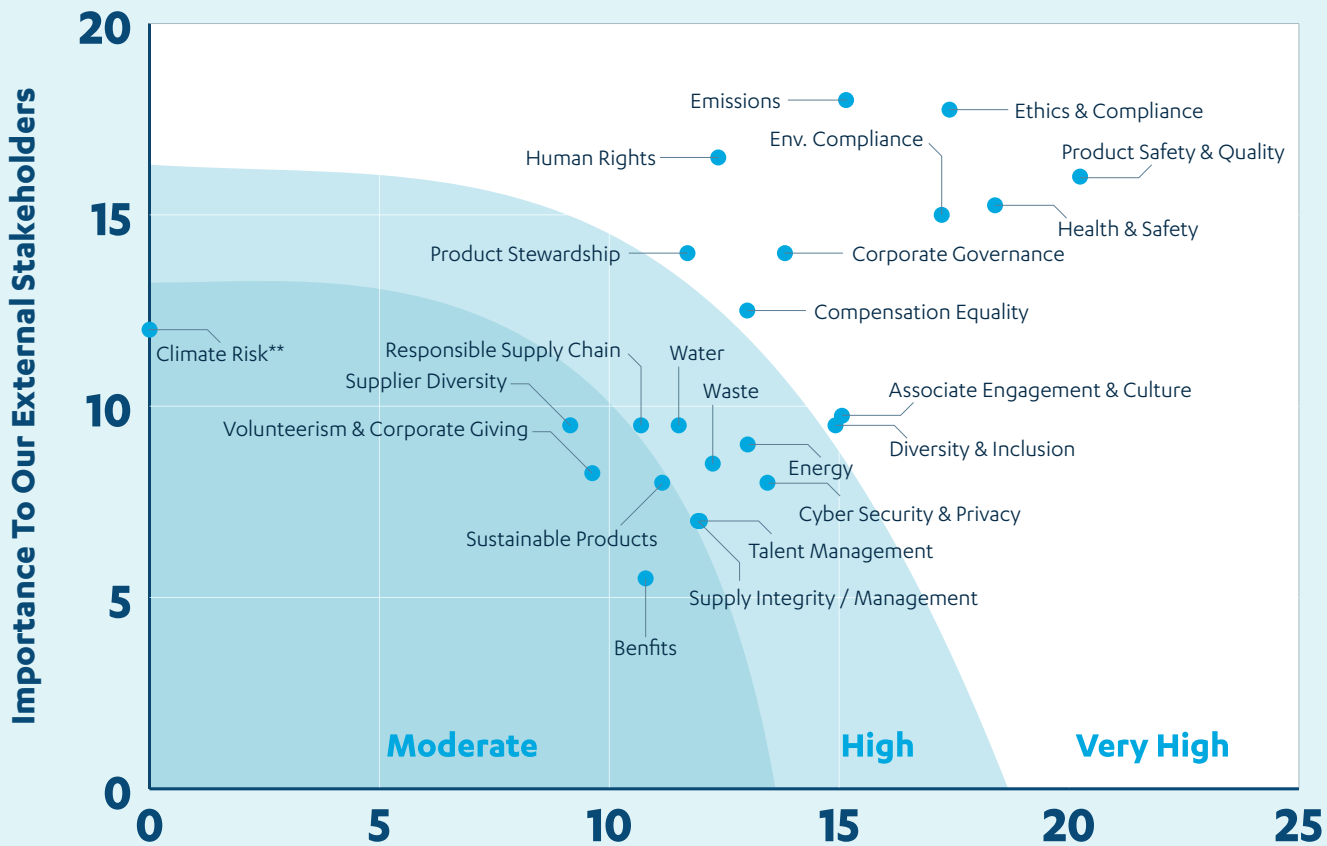
As our vision states, being our customers’ partner of choice is a priority for us. Understanding our customers’ ESG expectations builds better business relations.

Several Top Investors

In an effort to create long-term value, Integer believes consideration of investor ESG expectations reduces risk and creates a competitive advantage.

The results of the materiality assessment were presented to the Executive and Management ESG Councils as well as the full Executive Leadership Team. The information obtained is being used to further define our ESG strategy, goals and initiatives as well as pivot our disclosures to include more meaningful content for our stakeholders. We plan to update this assessment periodically to ensure alignment with our stakeholder requirements and expectations.

Integer ESG Materiality



Importance To The Business - Internal Stakeholder

Climate Risk** was not part of the survey so no Stakeholder info available.
However strong Investor & Government Requirement

GOVERNANCE PRACTICES



CORPORATE GOVERNANCE

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** – We have separate people that occupy the positions of Chair of the Board and CEO. 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



“As stewards of the company’s global environmental, social and governance program, the entire Integer Board of Directors plays a role in ESG oversight. We are proud of our commitment to strong corporate governance – a practice that extends directly to all ESG matters at Integer, with three of our Board committees formally focused on distinct ESG objectives and goals.”

Pamela Bailey

Chair, Integer Board of Directors

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 integrity of the company’s financial statements, (ii) the company’s compliance with legal and regulatory requirements, (iii) the company’s independent registered public accounting firm qualifications and independence, (iv) the performance of the company’s internal audit function and independent registered public accounting firm, (v) the evaluation of enterprise risk issues and cybersecurity risk issues, (vi) the company’s system of disclosure controls and procedures, and (vii) the company’s system of internal controls regarding finance, accounting, legal compliance, related-person transactions and ethics that management and the Board have established.
- **Compensation and Organization Committee** – The Compensation Committee’s primary purposes are establishing and overseeing the company’s executive compensation programs so as to attract, retain and motivate superior executives and ensuring that senior executives of the company are compensated appropriately and in a manner consistent with the company’s compensation philosophy, bearing in mind the company’s commitment to diversity and inclusion.

CORPORATE GOVERNANCE

- **Corporate Governance and Nominating Committee** – The Corporate Governance and Nominating Committee’s primary purposes are (i) reviewing, on an annual basis, the composition of the Board and whether the company is being well served by the directors, (ii) developing and recommending corporate governance guidelines applicable to the company to the Board and (iii) overseeing the company’s strategy on corporate social responsibility and sustainability.
- **Technology Strategy Committee** – The Technology Steering 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) monitoring and advising the Board on scientific matters, including the company’s strategically significant technology projects, the company’s innovation pipeline and general emerging science and technology issues and trends and (iv) overseeing the identification, acquisition or development of new and enabling technologies.
- **Enterprise Risk Management** – The company has implemented an enterprise risk management program, including cybersecurity matters. 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:

- Diverse Board in terms of gender, ethnicity and specific skills and qualifications
- 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 permits the company to recoup cash and equity awards under specified circumstances



CORPORATE GOVERNANCE

Board ESG Responsibilities

While our Board retains oversight of all ESG matters for the company, this responsibility for ESG oversight has been delegated to certain Board committees. The Board's Corporate Governance and Nominating Committee maintains formal oversight responsibilities for our global ESG program, but all Board committees have a distinct role in overseeing portions of our ESG objectives, as follows.

- **Corporate Governance & Nominating Committee** – Oversees the company's strategy on corporate social responsibility and sustainability, including evaluating the impact of company practices on communities and individuals and overseeing the development of company ESG policies and procedures.
- **Compensation & Organization Committee** – Oversees the company's diversity and inclusion policies, programs, initiatives and supporting systems.
- **Audit Committee** – Oversees financial risks and the policies, guidelines and process by which management assesses and manages risks, including oversight of ESG metrics, key performance indicators and disclosure in SEC and financial filings and development of ESG-related disclosure controls and procedures.



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 of Conduct serves as a guide for how we behave. Our Code of Conduct, 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.

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.



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



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

EXTERNAL & ANONYMOUS RESOURCES



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. The risk owners provide periodic updates to the ELT and the Board. In 2023, in addition to the traditional Enterprise Risk Management (ERM) process, Integer’s ELT developed a Hoshin Matrix that identifies key initiatives and risks, and owners were assigned the task of seeking to mitigate these risks.



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 how we should 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 teams, although associates in those functions 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 Board of Directors 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 cybersecurity 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 Statistics



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 exercise:

- Site electrical power outage
- Site warehouse flood (caused by rain or pipe rupture)
- Site civil disturbance incident
- BCP In Action

In 2020 during the global COVID-19 Pandemic, the BCP was put into a real-time test of Integer business resiliency. A cross-functional team created the BCP Pandemic Plan to provide real-time communications with Integer associates as well as customers. The Pandemic Plan was a robust document that enabled Integer to navigate during a challenging time. The Integer Pandemic plan incorporated both U.S. Center for Disease Control and World Health Organization guidance.



Integer Business Continuity Plan (BCP)
Template

Initiated: December 2019

Revised: Sep 2023

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 plans implemented for all plants



Supervisory leadership training completed by all plants by H1 2024



Career paths and development guidance for key functions



Leadership certification program for high potential leaders

COMPENSATION EQUITY

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. Reflective of our commitment to diverse representation at Integer, 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

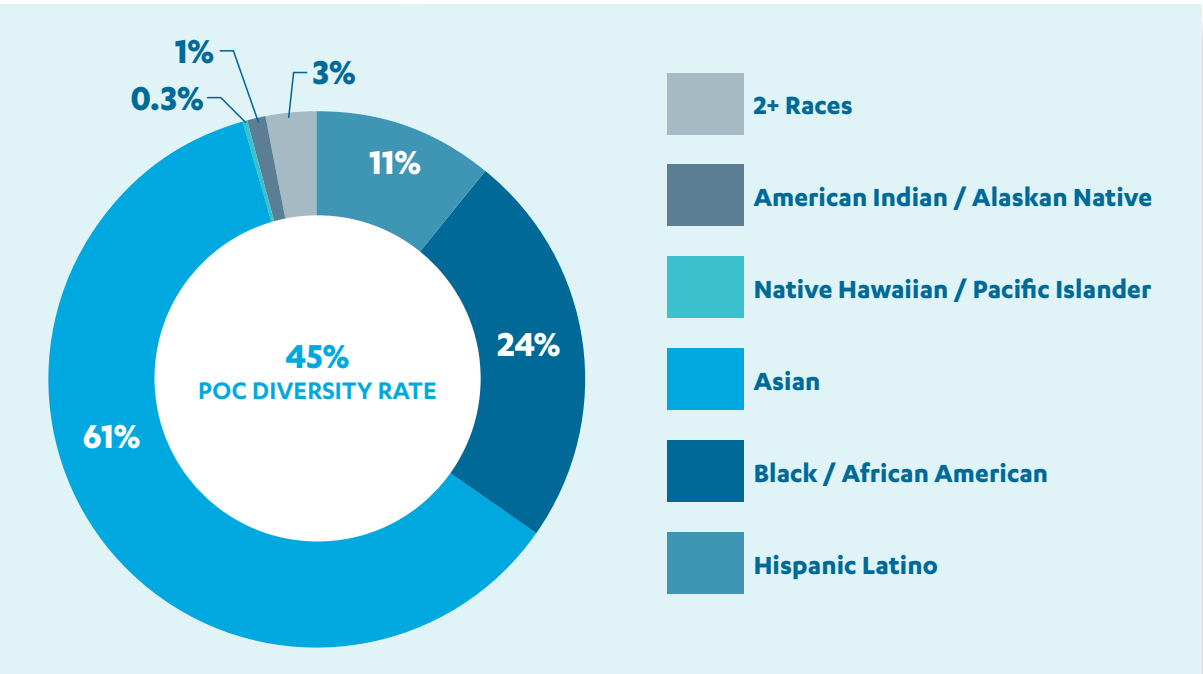
In 2023, the gender pay gap among associates in Ireland improved 1.6 percentage points, reflecting improvement in the measure of an associate's base salary to market-midpoint.



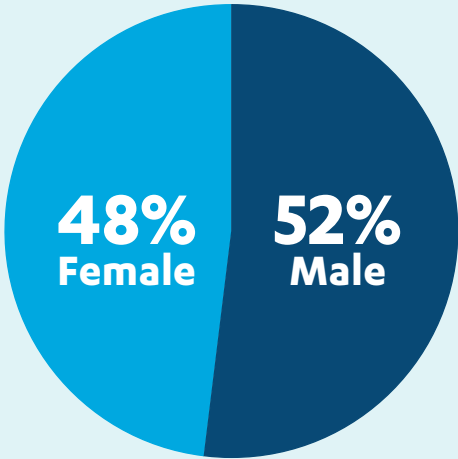
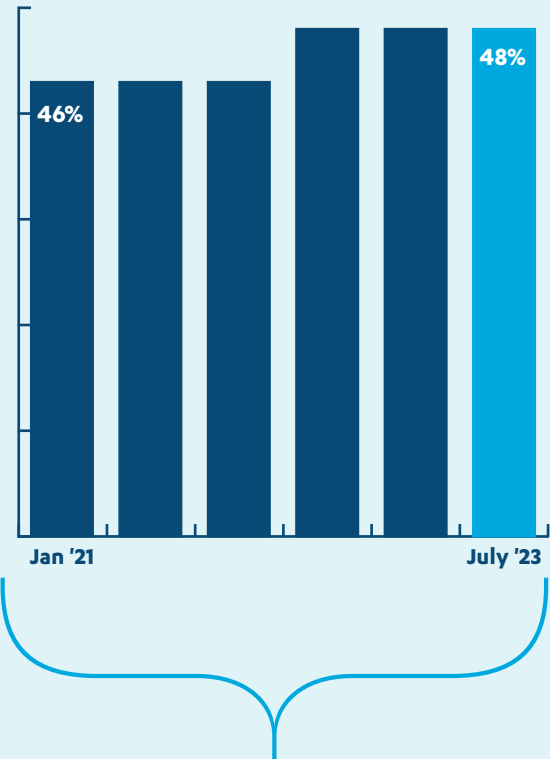
DIVERSITY & INCLUSION

Through our values, Code of Conduct, and commitment to Diversity and Inclusion (“D&I”), we strive to create 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.

Our management approach continues to accelerate our D&I strategy, creating a robust engagement platform designed to increase innovation and enhance business. We have infused D&I into our business processes and created local and global engagement opportunities for associates.



Gender Representation



- ### Value of Inclusion – Our Journey
- As of December 31, 2023, 42% of our U.S.-based workforce are people of color
 - Globally, 48% of our workforce as of December 31, 2023, are women
 - 100% of our executive leadership team actively serves in D&I initiatives
 - Each member of our senior leadership team adopted a culture focused goal, and 31% of these goals relate to D&I
 - We continue to maintain three cross-functional governing D&I councils, which advance our global D&I strategy at all levels of the organization
 - We have established six Employee Resource Groups, which are voluntary, employee-led groups of associates who join together based on common interests, backgrounds or demographic factors
 - D&I Site Champions are empowered to promote Integer’s diversity and inclusion initiatives at each of our locations
 - We expanded our Day of Understanding to a month-long observance of D&I in 2022

DIVERSITY & INCLUSION

Integer Employee Resource Groups

Cultivating a culture of inclusion is critical to Integer’s success. In addition to our network of Diversity & Inclusion Site Champions at each of our locations globally, our associate-led Employee Resource Groups (ERGs) help to make this possible. At Integer, ERGs are voluntary groups of associates with a formal leadership structure that foster a diverse, inclusive workplace aligned with our vision, values, strategy, business practices and goals. Each of our six ERGs focuses on engaging our sites globally by leading and promoting specific initiatives throughout the year.

Our current network of ERGs includes:

- Athena Alliance
- Black Enterprise Team
- Connect-Gen
- InspirASIAN
- ISERVE
- Pride

A few highlights to date include:

- Athena Alliance ERG “#sheisEXTRAordinary” campaign, which invited all Integer associates globally to nominate women across all levels of the organization for a special recognition opportunity. The overwhelmingly positive response resulted in more than 130 nominees, with 11 women ultimately selected as extraordinary Integer women. Each nominated associate received a gift from the Athena Alliance ERG, with top nominees recognized and featured prominently in companywide communications.



- Connect-Gen Associate Spotlight series, intended to provide a glimpse into the career paths and backgrounds of Integer associates at all levels throughout the organization. The series is made available through various internal communications platforms in both Q&A and more in-depth video interview formats. This directly supports Connect-Gen’s mission, which in part focuses on inspiring a culture of camaraderie, mentorship and career development at Integer.
- Black Enterprise Team (BET) Conversations on Kwanzaa, a series of video discussions designed to introduce and educate on the seven principles of Kwanzaa. This involved BET ERG leaders and Integer Board of Directors members sharing their insights and personal reflections on how the principles can be applied to leadership. Integer’s BET ERG is focused on attracting, developing and retaining Black associates and leaders, ensuring Integer is a place where everyone can grow professionally.



Spotlight On: Penang, Malaysia Site

Integer’s global network of Diversity & Inclusion Site Champions and activators bring both ERG-led and local D&I initiatives to life at the site level with consideration to the regional culture and unique interests of our associates. Our Penang site is just one example of an Integer D&I Site Champion team that is effectively executing this goal.

Malaysia’s strong Malay, Chinese, Indian, Thai, Javanese, Sumatran and Vietnamese ethnic influence also extends into Integer’s Penang site. From an annual family day celebrating diversity with associates and their families, to cultural festivities, various community-based charitable efforts such as local blood drives, walks, and more, the Penang team focuses on ways to celebrate diversity and bolster associate inclusion nearly every month.

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: Integer “IT Doing Good” Program

What happens to good computers when their workplace lifespan expires? Integer's Information Technology team has come up with a solution that is both socially and environmentally responsible.

The team developed the “Integer IT Doing Good” program that donates gently used computers to organizations that serve those without the resources to otherwise obtain a computer. As Integer migrates hardware, more computers are becoming available that can be used to meet the needs of others.

To date, the “Integer IT Doing Good” program has resulted in donations to dozens of organizations and communities in need around the world.



Spotlight On: #Integer4Good in New Ross

As part of their annual fundraising efforts, in 2023, Integer's New Ross, Ireland, site raised an impressive €40,000 for two local charities – Epilepsy Ireland and Down Syndrome Ireland.

The €20,000 donation to Epilepsy Ireland's Louise Young Seizure Alarm & Research Fund will be used to help research the impact of seizure detection devices, addressing a knowledge gap within the epilepsy community. Upon research completion, Epilepsy Ireland plans to establish a service to provide seizure alarms to people with epilepsy across Ireland.

In addition, the €20,000 donation to Down Syndrome Ireland's Waterford & South Kilkenny Branch will be used to improve the lives of people with Down Syndrome in the region, helping them achieve maximum potential. The branch currently supports 180 members and their families.

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), to date extending to associate career spotlights and opportunities to nominate female associates for special recognition as part of a broader initiative led by our women's ERG, Athena Alliance.

CONGRATULATIONS!
I Noticed You Living Our **CUSTOMER** Value

CUSTOMER



Integer®

Thanks for Living Our Values!

WE FOCUS ON OUR CUSTOMERS' SUCCESS

- » I act with intent to improve lives and deliver quality results keeping the patient in mind
- » I honor my commitments and maximize the value of my deliverables
- » I partner effectively with internal and external stakeholders
- » I understand and anticipate customer needs and aim to exceed expectations

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.

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.



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** – Proactively captures observations, suggestions, and incident reports, provides robust tools for thorough investigation, and tracks to closure the preventative and corrective actions necessary to reduce identified risk. Also used to seek 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 based on a variety of factors to assess compliance with applicable EHSS laws and requirements, Integer EHSS standards, and best practices. Any opportunities identified are tracked to closure using the global EHSS Data Management System.
- **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, as well as tools, on industrial and office ergonomics guidelines and improvement solutions. The platform also uses a motion-capture video tool to assess tasks and jobs in order to decrease ergonomic risk by tracking actions and documenting risk reduction through follow-up assessments.



“Integer is committed to the principle that all incidents and accidents are preventable. The foundation of our EHSS management system is proactively identifying and preventing injuries or events that can negatively impact our associates, visitors, neighbors and the environment. Our robust EHSS policies, standards, and evaluations drive a positive EHSS culture where all levels of the organization are empowered and accountable. Associate engagement is at the core of Integer’s innovative and unique SAFE-T program where an ‘I-care’ mindset is the basis to promote compliance and continual improvement each and every day.”

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

- **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 with respect to our tools, fixtures, equipment, processes and buildings in order to seek to reduce potential losses and disruption to the business.

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.



Enhancing Our Fire Protection Systems

At Integer, we prioritize employee safety and opportunities to reduce business disruption. Integer has partnered with our property insurer to identify risks to our operations and reduce where feasible. Since late 2022, Integer has invested nearly \$1 million to enhance and upgrade fire protection systems. Integer locations including Alden, NY, New Ross, Ireland, and both Tijuana and Juarez, Mexico, have installed various systems to ensure these sites are highly protected against fire. These systems go beyond what is required by local fire codes.

HEALTH & SAFETY

A Focus on Ergonomics

As part of Integer’s ongoing commitment to provide a safe working environment, we continually review ergonomic hazards and risks throughout the organization. Ergonomic-related injuries are the most common type of injury at our facilities and result in a high rate of worker lost time. Additionally, it is our highest workers’ compensation costs.

In an effort to evaluate and reduce ergonomic hazards, we utilize a third-party motion caption software. This software allows us to objectively and systematically evaluate and address this risk. At Integer we consider ergonomic improvements a top priority.

In 2023, our Santo Domingo, Dominican Republic, site hosted a weeklong ergonomics workshop. The workshop involved the participation of multidisciplinary teams, providing contributions from different areas for a more holistic approach. Participants included Operations, Engineering, Quality, Continuous Improvement, EHSS and Plant Leadership Team members.



Initial Assessment

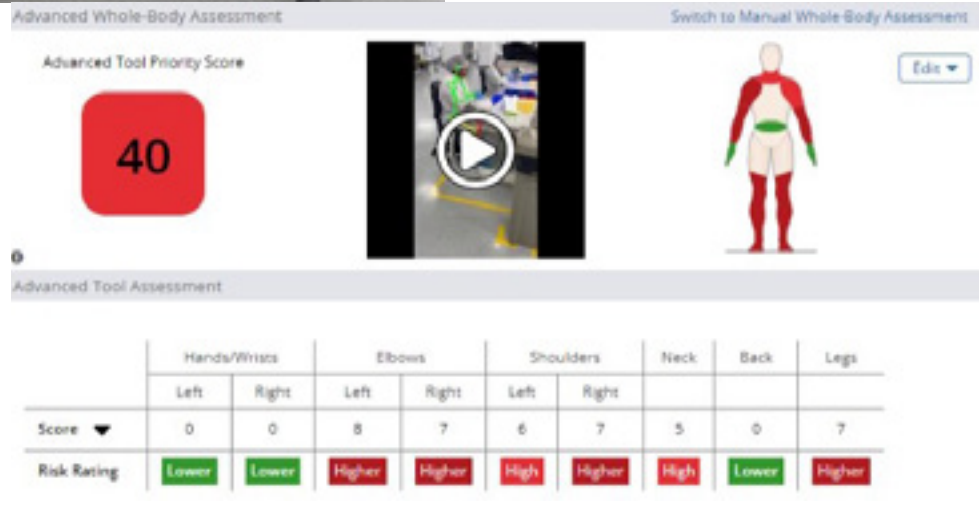


- Conduct baseline assessment
- Risk score calculation by body part and by force, posture, duration and frequency
- Prioritization by color code heatmap
- Action items for risk reduction assigned

After Improvements



- Task re-assessment
- Risk score reduction
- Workstation modification according to associates' feedback
- Engineering, Maintenance, Operations involvement for action item implementation



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



SAFE-T Program Development Timeline		
2019 – 2020	2021 – 2022	2023 – 2024
• Program concept and guidebook was developed • Sites conducted self-assessments to guidebook requirements	• Sites began training and developed implementation plans for all sub-elements • Inaugural SAFE-Together Day celebrated globally in 2021	• SAFE-T sub-elements added to Internal Audit Program • Engagement score tool developed to measure activity • Annual SAFE-Together Day celebrations

HEALTH & SAFETY



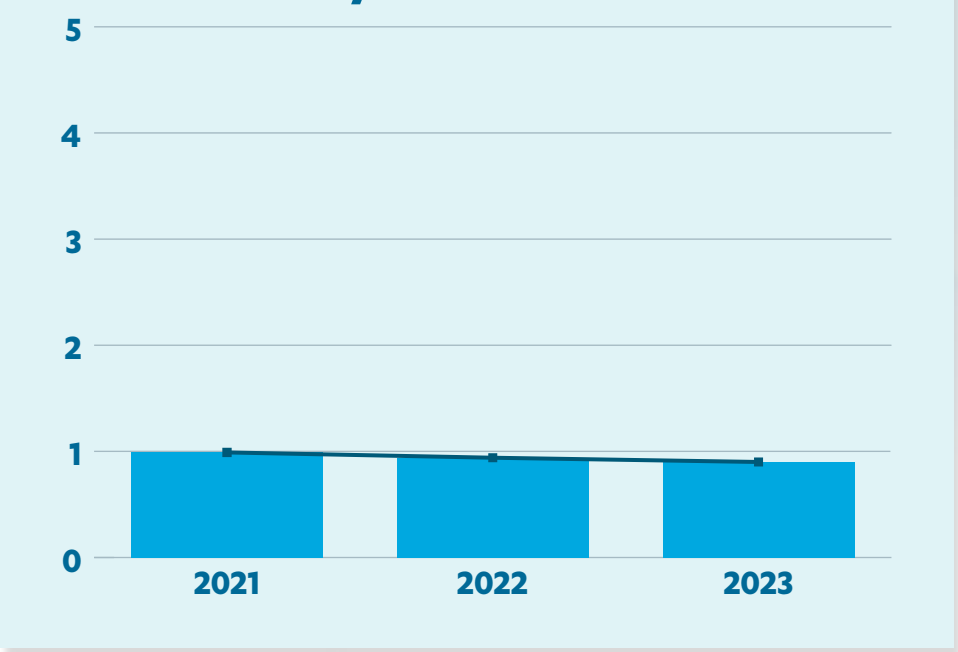
SAFE-Together Day

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

TRIR By Calendar Year



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 believe that all incidents are preventable 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.

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
 - General emergency procedures
 - Chemical safety and hygiene
 - Control of hazardous energy
 - Ergonomics
- Examples of specialized training that applicable associates would receive include:
 - Emergency Response Team procedures
 - Laser and radiation safety
 - Hazardous waste management
 - Wastewater management
 - Powered Industrial Trucks
 - Electrical & Machine Safety



Integer Emergency Response Teams

All Integer facilities train and maintain an Emergency Response Team (ERT). These teams are made up of associates from various levels within the organization who are trained to react quickly and efficiently to minimize the response time and incident severity. Our responders are trained in medical incidents, fire and chemical spill responses, and other critical situations applicable to each individual site.

Shown here, our Raynham, Massachusetts site (Electrochem) ERT trains to respond to the site’s unique hazards. As a lithium battery manufacturer, the site must respond to battery related incidents, which the site calls “hot cells.” This is when the lithium battery may leak, catch fire or even explode; so response time is critical.

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

- 14 environmental inspections from third parties in 2023
- 9 non-compliance observations were made, all were remedied and closed
- No fines were assessed to any of our facilities for an environmental non-conformance



Controlling our Emissions

In order to ensure our manufacturing emissions are adequately neutralized and in compliance with state and local requirements, our Raynham, Massachusetts, facility invested \$1.3 million to upgrade our battery electrolyte emissions control device.

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. One example of this initiative includes our commitment to seek to reduce and eliminate the use of chemicals like Trichlorethylene (TCE) at our manufacturing facilities.

Additionally, Integer continually monitors global restricted substance and environmental, health and safety regulations, directives and laws for applicability. This enables us to identify product and manufacturing risks and mitigate them appropriately.

PFAS Regulations Are Coming: Integer Plans for Change

In 2023, a number of countries drafted proposals 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 breakdown 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.

To address this risk, Integer has designated a cross-functional PFAS project team. The goal of this project is to partner with our suppliers and customers for smooth transitions to sustainable, compliant products while maintaining the same quality and reliability for patients. Additionally, this team will ensure Integer products are compliant with any restricted substance regulation applicable to PFAS.



Clear Success in Minneapolis

Integer identified the environmental, health and safety risk with TCE and initiated Project Clear, “Cleaning with Lower Emissions through Alternatives and Reductions” in 2019. All Integer sites that use TCE worldwide are within the scope of the project which is ongoing. Our largest TCE user, Integer Minneapolis, has been TCE free since early 2022. Eliminating TCE ensures a safer product for our customers, a safer workplace for our associates and a safer environment for the communities where we live and work.

ENERGY USE & EMISSIONS

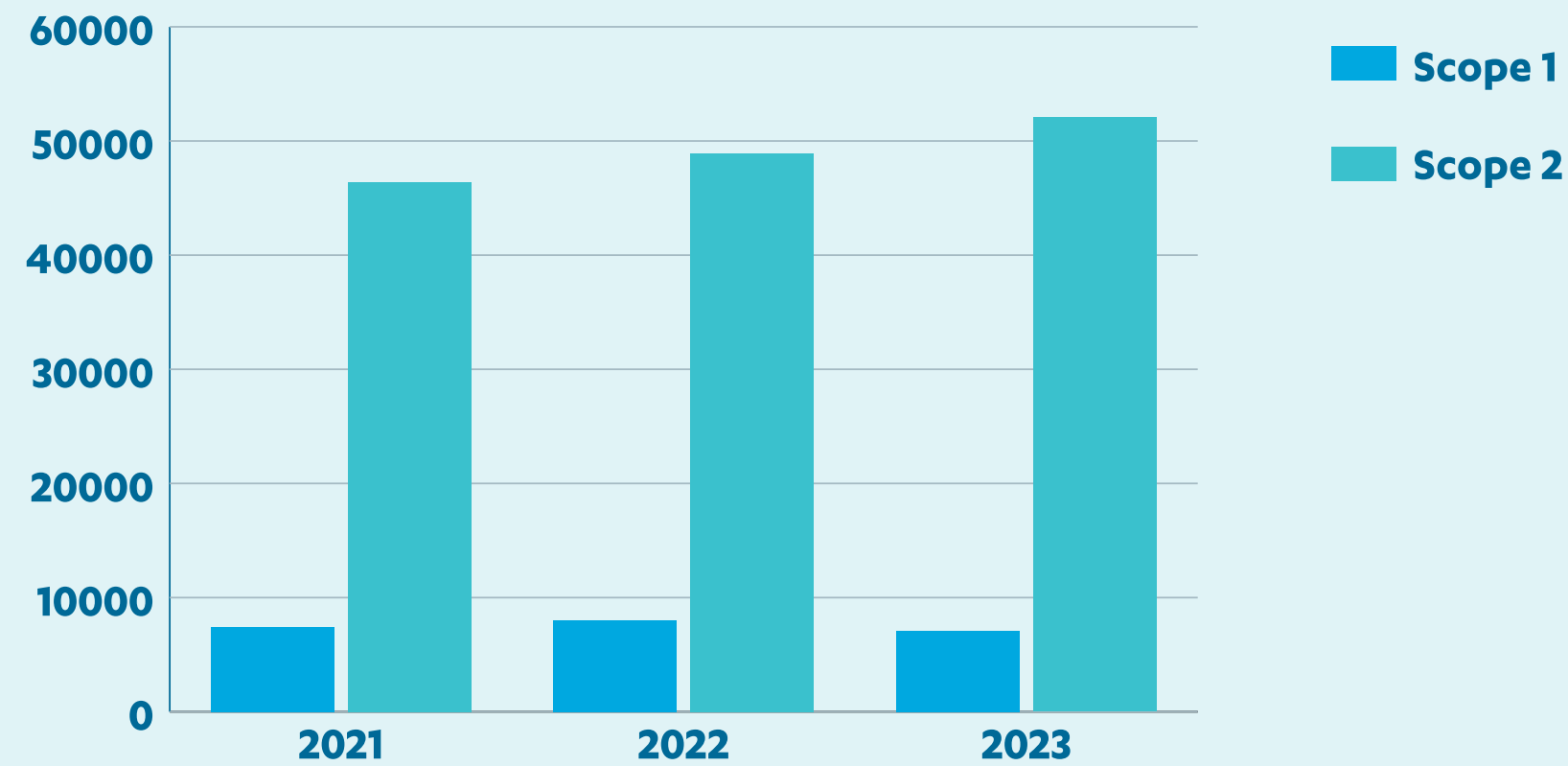
Energy Use & Emissions

As a society, climate change is one of the greatest risks we are facing. Integer believes understanding our carbon footprint is the first step in making real change.

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 risk, 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 three 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 in recent years.

- Emissions from recent acquisitions, Pulse Technologies and InNeuroCo, not included as presented. These will be added in 2024.
- Oscor & Aran emissions added in 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 Renewable 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 2022, the Integer New Ross, Ireland facility developed a climate action registry. This list of opportunities, serves as a roadmap the site is using to reduce its climate impact. One example of an initiative the site has undertaken is a lighting replacement project.

In 2022, the site began a 4-year lighting replacement project to replace all lighting with energy efficient LEDs.

- Savings of 32 tons CO2 achieved in 2023
- Estimated savings of 87 tons CO2 per year upon completion
- Added benefit of reduced heat output, reducing chiller demand
- Eliminates hazardous waste stream from site

Additionally, in 2023, the New Ross facility began a large expansion project of ~50,000 additional square feet. Various green features have been incorporated into this expansion, including solar panels, low thermal transmittance building material, LED lighting with occupancy and daylight optimization, and efficient air heat pumps.

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, 2023 - December 31, 2023 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	Our Company
	2-2 Entities included in the organization’s sustainability reporting	Our Company
	2-3 Reporting period, frequency and contact point	About This Report
	2-4 Restatements of information	N/A, 2024 is first reported year
	2-5 External assurance	None
	2-6 Activities, value chain and other business relationships	Annual Report (10K)
	2-7 Employees	Annual Report (10K)
	2-8 Workers who are not employees	Omitted - information not available
	2-9 Governance structure and composition	Corporate Governance
	2-10 Nomination and selection of the highest governance body	Investor Relations
	2-11 Chair of the highest governance body	Investor Relations
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance & ESG Strategy & Governance
	2-13 Delegation of responsibility for managing impacts	ESG Strategy & Governance
	2-14 Role of the highest governance body in sustainability reporting	ESG Strategy & Governance
	2-15 Conflicts of interest	Investor Relations

GRI CONTEXT INDEX

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

GRI CONTEXT INDEX

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

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



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