



PURPOSE
VALUES
BEHAVIORS

enovis[™]

Who We Are

Enovis™ is a medical technology company focused on developing clinically differentiated solutions that generate measurably better patient outcomes and transform workflows.

Powered by a culture of continuous improvement, extraordinary talent and innovation, we 'create better together' by partnering with healthcare professionals.

Our extensive range of products, services and integrated technologies fuels active lifestyles.

This guide is designed to serve as a quick reference. It provides additional context and a framework for bringing our Purpose, Values and Behaviors to life here at Enovis.



Enovis Corporation is founded as Colfax Corporation in 1995 by Steven and Mitchell Rales.

Colfax Corporation builds a world-class global enterprise by acquiring good businesses and then improving and expanding them into great businesses.

The Colfax Business System, now Enovis Growth Excellence (EGX), is adopted as an operating model and foundation for our culture of continuous improvement.

In 2012, Colfax acquired ESAB, a global provider of innovative welding and cutting solutions.

By 2015, Colfax had significantly grown its revenue to more than \$3 billion (from less than \$250 million in 2000).

In 2019, the company acquired orthopedic solutions leader DJO, creating the company's medical technology platform and providing a runway for growth in medtech.

1990s

2000s

2010s

2020s

In 2008 the company went public through an initial public offering (IPO).

Entering the new millennium, Colfax was poised for significant expansion, which it successfully achieved through organic growth and complementary acquisitions, growing into a diversified industrial company.

Unifying Colfax Purpose, along with supporting Values and Behaviors created to drive future growth and success.

In 2022, Colfax separated from ESAB, keeping medtech platform DJO and rebranding to Enovis Corporation.

As we continue our growth journey, Enovis is stronger than ever and poised to become one of the world's leading medical technology companies.

Our History

What is a Purpose Statement?

What we do for the world

An overarching description that drives our vision as Enovis, a global medical technology company, and declares our common goal - continuous improvement. It's who we are as a business, who we are as a people, and it's the foundation of our success.

Our people power our business

Powered by a culture of continuous improvement and innovation, and a commitment to bettering lives and fueling active lifestyles, our more than 5,000 passionate team members are at the heart of our organization. This empowers us to continue delivering products, services and technologies that enable great patient outcomes and fuel active lifestyles. And, it makes Enovis a great place to work.

It applies externally

We create better together for our healthcare provider customers, stakeholders, and the people and communities impacted by the work we do. And, it applies internally—we create better together each day through collaboration, camaraderie, and modeling core Behaviors.

THE ENOVIS PURPOSE

Creating Better Together

Continuous improvement is at the heart of who we are. It's in our DNA—yours and the Company's—and it's what makes us great.

We know that the power to create better—for our healthcare provider customers and their patients, our associates, and our shareholders—begins with having the best team, pursuing common goals, operating at the highest levels, and delivering extraordinary outcomes.

We are individuals who work together to create sustained performance to the benefit of our customers, associates, and the communities where we work.



THE ENOVIS PURPOSE, VALUES AND BEHAVIORS WERE CREATED TO BE MEANINGFUL FOR ASSOCIATES ACROSS OUR BUSINESSES, AROUND THE WORLD. THEY REPRESENT WHAT BONDS US—A COMMITMENT TO CREATING BETTER TOGETHER FOR OUR CUSTOMERS, STRENGTHENED BY THE VALUES AND BEHAVIORS WE ALL SHARE.

CONTINUOUS IMPROVEMENT IS AT THE HEART OF WHO WE ARE

Our Values

Our Values are the core beliefs held across our organization that guide and drive decisions. They shape our Behaviors, empowering us to deliver successful outcomes together.

Continuous improvement is our core value and is the foundation of creating better together.

We exist to help healthcare professionals thrive, providing leading products and solutions that enable them to deliver exceptional service and care to the patients they serve.

We challenge. We keep score. We win – by working together to be the best **team**. Collaboration is essential to our way of work. Our business thrives because of the strength of our teams. Together, we are the best!

We are never satisfied with the status quo and believe **innovation** is essential to our company and the people we serve.

We are focused on delivering market-leading growth and extraordinary shareholder value in an ethical, accountable, and responsible manner.



Continuous improvement is our way of life.

We deliver outstanding results the right way.

Innovation defines our future.

The best team wins.

We enable great patient outcomes.

Creating Better Together

OUR BEHAVIORS CREATE SUCCESS

Our Behaviors

Our Behaviors shape how we work. The Behaviors we strive to model every day are based on balance and are applied no matter the situation or solution.

We move with speed, but without unnecessary risk. We are efficient in our planning and processes. We are driven by data, think through ideas and impacts, and consider the big picture.

We take accountability for the work we oversee—successes and challenges alike. When issues come up, we share them with the appropriate people, and we brainstorm solutions.

We focus on key challenges and ask smart questions, then find root causes and work strategically toward answers. We push boundaries to make our customers more successful.

We empower all of our associates to generate and influence ideas, tapping into our diverse talents to push our best thoughts forward. We then vet, test, and execute ideas as a team.

We celebrate our successes but encourage ourselves to do better. We view problems as opportunities, and we live for the next challenge. We work together to beat the competition.

How We Work



Thoughtful Speed

We have a bias to action; yet we are thoughtful and deliberate in the way that we proceed.



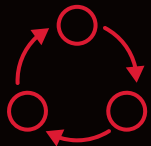
Transparent Accountability

We talk openly about potential problems and opportunities and take accountability for delivering results.



Focused Curiosity

We prioritize and ask “Why?” and “How?” to solve today’s problems and develop new, better solutions for tomorrow.



Collaborative Empowerment

We are each responsible for creating sustainable change — but winning is a team effort.



Positive Competition

We strive to be the best, and we celebrate wins along the way against top benchmarks.



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