

**BETTER IS —**  
**TOGETHER.**

Welcome LimaCorporate!

**enovis™**

# CIAO *LimaCorporate team!*

Today we shared the **great news** that our transaction has officially closed and LimaCorporate is now a part of Enovis! On behalf of all of us at Enovis, I would like to officially welcome you to our growing global medical technology organization. Our strategic combination **creates one of the world's leading medical technology companies** and a global leader in orthopedics.

## Building Our Bright Future – Together

Becoming part of a new organization brings many opportunities for growth, change and exploration. As a combined team, we will have the opportunity to deliver even more groundbreaking products, technologies, and solutions that improve patient outcomes. Also, with offices and employees around the world, Enovis' growing footprint and talent focus provide remarkable opportunities for career development and advancement in a caring, values-driven environment.

Since we announced the acquisition, our teams have been working together to develop an integration plan that considers the strength of our product portfolios, customer relationships, and core processes in key areas like R&D and Product Management. *Together, our path forward will be focused on building a high-value medical technology growth company that improves patient outcomes and drives growth through innovation.*

## What happens next?

**For the most part, it's business as usual.** We will continue to evaluate how to best integrate the product and technology portfolio of Lima into Enovis' Surgical business and optimize commercial opportunities. We will share more information about our strategies and progress in future communications as we continue to bring together the best of our two companies with one shared purpose – **Creating Better Together™!**

I encourage you to read through this welcome package and learn as much as you can about our organization and the bright future we have ahead of us. We've even included QR codes for easy access to helpful websites and some questions and answers you might have right away. As always, for the latest information and a full list of FAQs, please visit [www.enovisfuture.com](http://www.enovisfuture.com) (password: Enovis).

From all of us at Enovis, welcome to our team and thank you for your continued support of our continued growth and evolution—better is... together!.

Sincerely,



Matt Trerotola  
CEO of Enovis

 LimaCorporate  enovis  
Orthopaedic motion

Creating Better Together™

# BETTER IS

CREATING THE NEXT GENERATION OF POSSIBLE. TOGETHER.



## ABOUT ENOVIS™

Enovis™ (NYSE: ENOV) 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 fuel active lifestyles.

LAUNCH  
**2022**

TEAM MEMBERS  
**8,000+**

MEDICAL DEVICES  
**1,000+**

2022 REVENUE  
**\$1.6B**

## WE ARE UNIQUELY POSITIONED ACROSS THE ORTHOPEDIC CARE CONTINUUM

### PREVENTION



**PERFORMANCE**  
• Athletic Braces  
• Muscle Stimulation

### REPAIR



**PREVENTION**  
• Off-loading Braces  
• Back Braces  
• Cold Therapy



**SURGICAL**  
• Shoulders  
• Knees  
• Hips  
• Foot / Ankle

### RECOVERY



**RECOVERY**  
• Post-op Braces  
• Walker Boots  
• Cold Therapy



**REHAB**  
• Electrotherapy  
• Laser Therapy  
• Heat / Cold Therapy  
• Traction Devices

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EGX is our unique business system that guides the way we operate. It provides the tools, techniques, and values that ensure we are continuously improving our ability to meet or exceed customer requirements each and every day.

## EXECUTIVE TEAM



**MATT TREROTOLA**  
Chair & CEO



**BRADY SHIRLEY**  
President & COO,  
Executive Advisor



**BEN BERRY**  
Chief Financial  
Officer



**DANIEL A. PRYOR**  
EVP, Strategy &  
Business Development



**PATRICIA LANG**  
SVP & Chief Human  
Resources Officer



**BRADLEY J. TANDY**  
SVP & General  
Counsel

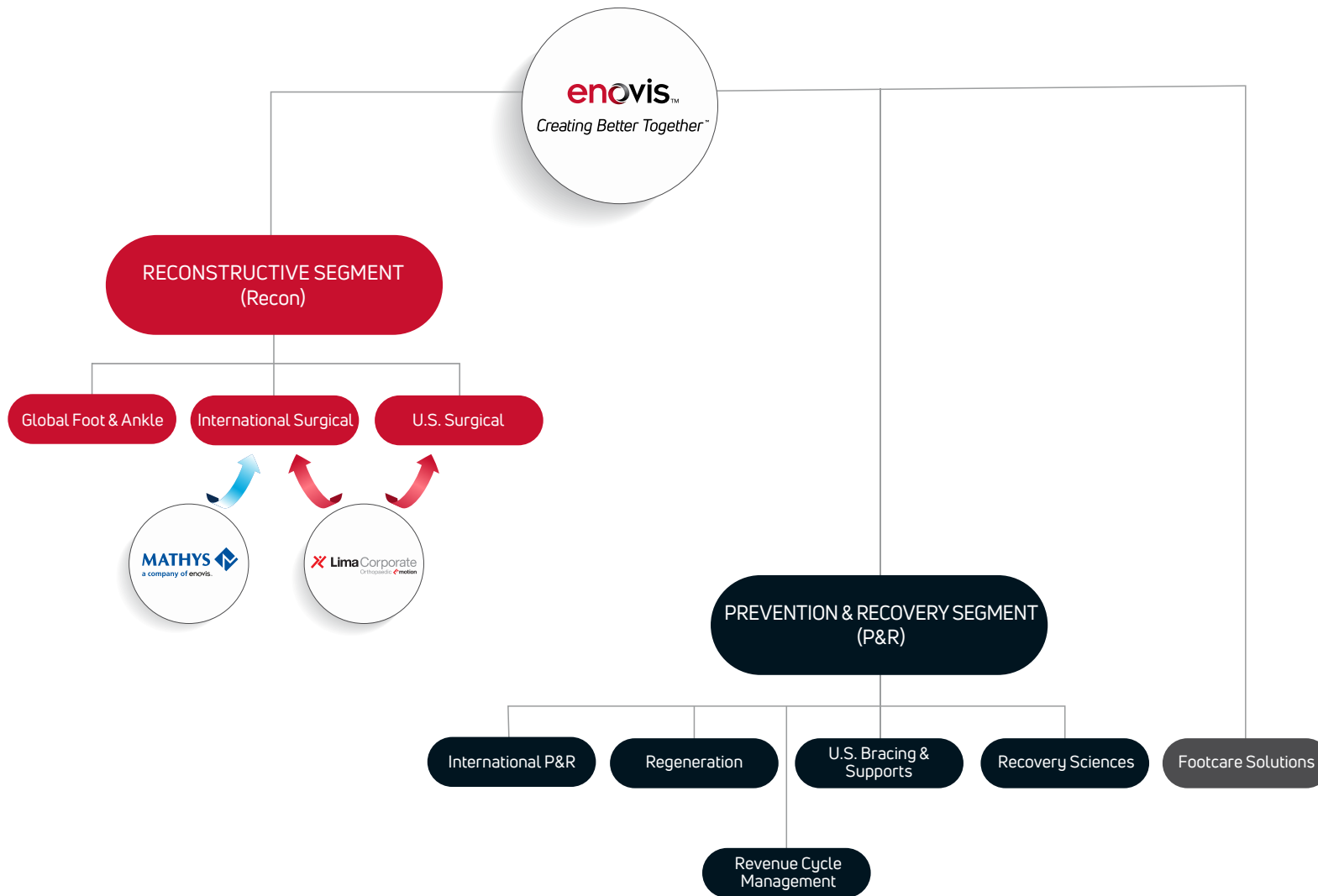


**TERRY ROSS**  
Group President,  
P&R



**LOUIE VOGT**  
Group President,  
Recon

# BUSINESS GROUPS & UNITS



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Q&A

# WELCOME TO TEAM ENOVIS!

We have a bright future ahead of us as we build one of the world's leading medical technology companies – together! Becoming part of a new organization brings many opportunities for growth, change and exploration, and we know that you have questions. Below are key FAQs as you begin with Enovis. You can also visit the Enovis Future [microsite](#) (password: Enovis) for comprehensive and frequently updated FAQs.

## GENERAL QUESTIONS

### *LimaCorporate is now part of Enovis! Who is Enovis™?*

→ Enovis (New York Stock Exchange: ENOV) is a medtech growth company built on a strong legacy of well-known orthopedic brands. Together with clinicians, the company is creating the future of better care with its clinically differentiated solutions, helping healthcare professionals thrive and patients achieve extraordinary results. Powered by a culture of continuous improvement, global talent, and innovation, the company's extensive range of products, services and integrated technologies fuel active lifestyles in orthopedics and beyond. Our website is [www.enovis.com](http://www.enovis.com).

### *How many employees does Enovis have?*

→ Enovis has more than 7,000 employees located in 30 facilities throughout the world. With the addition of LimaCorporate, we will grow to more than 8,000 strong. Our team of extraordinary talent is empowered every day to live our purpose of **Creating Better Together™** and we are excited to welcome LimaCorporate to Team Enovis!

### *What do I say if someone asks me who I work for?*

→ Great question! Tell them you work for global medical technology leader Enovis. In September of 2023, Enovis announced its intention to acquire LimaCorporate and in January of 2024, the transaction was completed. The strategic combination of Enovis and LimaCorporate creates one the world's leading medical technology companies and a global leader in orthopedics. Together, we look forward to creating better patient outcomes around the world.

### *Who is part of the Enovis Executive Leadership Team?*

→ Our executive leaders are featured below.



**MATT TREROTOLA**  
Chair & CEO



**BRADY SHIRLEY**  
President & COO,  
Executive Advisor



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Counsel



**TERRY ROSS**  
Group President,  
P&R



**LOUIE VOGT**  
Group President,  
Recon

### *Is Enovis on social media?*

→ Yes! Follow us on [LinkedIn](#), [X](#), [Facebook](#) and [Instagram](#).

## TECHNOLOGY QUESTIONS

### *Will email addresses change?*

→ At this time, all LimaCorporate team members will continue to utilize their existing email addresses. These and other IT changes are part of our overall integration strategy, and we will share additional information as the integration moves forward. We appreciate your patience as we work to ensure a smooth technology transition.

### *Will I have access to Enovis IT functions?*

→ Starting on Day 1 you will be able to utilize Teams Chat, can check availability in Outlook calendars and will have access to our employee intranet [ENOVerse](#). Our IT team will be working to integrate other key Enovis IT systems over time.

### *If I need IT help, who do I contact?*

→ Lima employees should continue to use their legacy help desk numbers on Day 1 until we share additional information on our transition to Enovis IT.

### *Does Enovis have an intranet for employee information?*

→ Yes. ENOVerse is our employee hub updated with news, events, holidays, and overall company happenings. Click [here](#) to visit ENOVerse and be sure to bookmark it! You have been provided access. If you have difficulty accessing, please request access when the screen appears.

### *What about travel and expenses- what system do I use?*

→ There are no changes to Lima's existing travel, expense reimbursement and travel policies and systems on Day 1.

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## HR QUESTIONS

### *Will my manager or reporting structure change?*

→ Yes. Your manager or organization may change. Please read the December 14, 2023 [organizational announcement](#) from Louie Vogt that outlines the latest leadership updates within our global surgical business. These appointments and reporting line changes are effective when the LimaCorporate business transaction closes.

As Matt shared in his [December 5, 2023 memo](#), we are working closely with many Enovis leaders to refine our organizational structures. As we finalize the go-forward organization, we will continue to communicate our progress broadly and within the individual teams.

### *Will my physical work location change?*

→ No. Not at this time. Employees will continue to report to the locations they currently work and operate in. If this changes, you will be told locally.

### *Will my vacation accrual/Paid Time Off (PTO) and benefits change?*

→ U.S. LimaCorporate employees will migrate to the Enovis payroll and benefits plans on Day 1. The Enovis HR team will conduct meetings with U.S. LimaCorporate employees immediately post-close to discuss payroll and benefits and answer questions.

International employees will continue with their existing PTO and benefits package. We are reviewing the benefits packages within each country for potential harmonization.

### *Will our company holidays change?*

→ U.S. LimaCorporate employees will follow the 2024 Enovis Holiday Schedule, which can be found [here](#).

There will be no changes to the 2024 holiday schedule for international LimaCorporate employees.

### *I'm currently eligible for the LimaCorporate bonus plan. What happens now that I work for Enovis?*

→ U.S. Lima employees who are currently eligible for the LimaCorporate annual bonus plan will convert to the Enovis bonus plan.

LimaCorporate employees will continue using your existing performance management system until you are integrated into Workday, the Enovis HR system. Your performance management will be aligned with Enovis during 2024.

### *What performance management system will we now use?*

→ Your review process will remain consistent for the performance year of 2023 (including bonus and merit). LimaCorporate employees will continue using your existing performance management system until you are integrated into Workday, the Enovis HR system. Your performance management will be aligned with Enovis during 2024.

### *Who is my Human Resources support?*

→ For now, please work with your existing Human Resources partner.

### *I have specific questions about my role. Who should I speak with?*

→ Please contact your Human Resources partner.



## BRANDING QUESTIONS

### *How will the LimaCorporate corporate brand transition to Enovis?*

→ Transitioning from the LimaCorporate brand to the Enovis brand will not happen overnight. It will be a 12–18-month evolution both internally and externally. Our shared goal is to develop and maintain a consistent visual identity and brand voice that strengthens Enovis' position as a global medical technology leader.

To help you make the move, we are developing interim brand guidelines. We will place them on our [microsite](#) as soon as they are available. The microsite link is [enovisfuture.com](http://enovisfuture.com).

## OTHER QUESTIONS

### *Where do I go if I have additional questions?*

→ Please visit our microsite at [www.enovisfuture.com](http://www.enovisfuture.com) for the latest questions and answers. The password is Enovis if prompted.

### *What should I do if I receive a call from the media asking about this news?*

→ Please do not talk to the media. Please direct media inquiries to [Katie Sweet](#) in Corporate Communications or [Kyle Rose](#) in Investor Relations.

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ACRONYMS &  
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# QUICK LINKS

The background features a solid red color with a subtle, light-colored grid pattern. Overlaid on this are several wavy, overlapping lines in a slightly darker shade of red, creating a sense of motion and depth.

# FIND YOUR WAY AROUND

Here are some links to help you get to some of our more popular destinations. Scan the QR code with your mobile phone to visit each site.



ENOVerse,  
Our Employee Intranet



Learn about our  
Purpose, Values, and Behaviors



LimaCorporate + Enovis Microsite  
Password: Enovis



Enovis Corporate  
LinkedIn



X  
(Formerly known as Twitter)



Enovis Website



Enovis Corporate  
Facebook



Better Is Campaign



Enovis Corporate  
Instagram

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# ACRONYMS & TERMINOLOGY

The background features a solid red color with several overlapping, wavy white lines that create a sense of motion and depth. The lines are thin and densely packed, forming a complex, organic pattern that flows across the frame.

# COMMONLY USED ENOVIS ACRONYMS AND TERMINOLOGY

Learning new terms and acronyms are always part of joining a new organization. Below are some frequently used key terms. To see the full Enovis Acronym List, click [here](#).

## A

**ASC** - Ambulatory Surgery Center

**ANZ** - Australia and New Zealand

**APAC** - Asia Pacific

## B

**BAS** - Bracing and Supports

**Business Segment** - Enovis' main business structure, which is divided into two groups: Recon (Reconstructive) and Preventative & Recovery (P&R). Business Segment can be used interchangeably with Business Group.

**BU** - Business Units, which reside under the main Business Segments/Groups of Recon and P&R. Examples include International Surgical and Global Foot & Ankle.

## C

**CAH** - Companion Animal Health

**CRT** - Companion Regenerative Therapy

## D

**DME** - Durable Medical Equipment

**DRC** - Dr. Comfort

## E

**EGX** - Enovis Growth Excellence (our business management system)

**Employees or Team Members** - How we refer to people who work for the company (please do not use associates)

**ELT** - Executive Leadership Team (different from Senior Leadership, which is considered VP+)

## F

**FA / F&A** - Foot & Ankle

**FCS** - Footcare Solutions

**FSR** - Field Service Representative

## G

**GET** - Growing Extraordinary Talent (Enovis' professional development training programs)

**GM** - General Manager

## H

**HCP** - Health Care Professional or Provider

**HCS** - Healthcare Solutions

**HRD** - HR Direct

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## I

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**ISM** - International Sales Meeting

## K

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**KLG** - Key Leadership Group

**KOL** - Key Opinion Leader

## L

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**LTR** - Leadership Talent Review

## M

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**MET** - Managing Extraordinary Talent (Enovis' management training program)

**MedEd** - Medical Education

## N

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**NSM** - National Sales Meeting

## P

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**P&R** - Preventative & Recovery (business segment or business group)

**PA** - Patient Agreement (MotionMD and Regen)

**PVB** - Purpose, Values & Behaviors

## R

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**RA** - Regulatory Affairs

**Recon** - Reconstructive (Business Segment or Group)

**RCM** - Revenue Cycle Management

**RS** - Recovery Sciences

## S

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**Senior Leadership** - Titles of VP+

**SLT** - Surgeon Leadership Team

**Surgi** - SurgiCare

## T

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**Team Members or Employees** - How we refer to people who work for the company (please do not use associates)

**TJA** - Total Joint Arthroplasty

## W

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**WD** - Workday

**WLG** - Women's Leadership Group

## X

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**XLT** - Executive Leadership Team (different from Senior Leadership, which is considered VP+)

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