



# ARTIVION™

## FISCAL YEAR 2024 CORPORATE RESPONSIBILITY REPORT

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\*Unless otherwise stated, all performance reporting covers our fiscal year 2024 ("FY 2024"), which was January 1, 2024 through December 31, 2024.



# Message from the Chief Executive Officer

Artivion partners with surgeons worldwide to improve patient health and wellbeing by advancing aortic technologies with purpose. We offer cardiac and vascular surgeons a suite of aortic-centric solutions worthy of their commitment and experience in treating and impacting the lives of patients with diseases of the aorta. Our commitment goes beyond providing life-saving tissue services and aortic devices. We also aim to lead the industry in corporate governance, responsibility, employee satisfaction, and environmental control. This Corporate Responsibility Report summarizes our sustainability initiatives, goals, and efforts.

Corporate governance is an essential aspect of our operation. We prioritize accountability, safety, and ethical decision-making in all aspects of our business. Environmental control is another critical area where we strive to lead by prioritizing the protection of our planet. Cultural and social initiatives are integral to Artivion's success. We believe in creating inclusive, fulfilling, and enjoyable work experiences for all employees.

Artivion's Board of Directors, officers, and managers are committed to responsible leadership. We collaborate to develop sustainable approaches, set sustainability-related goals, and assess our progress. Through our robust sustainability initiatives, Artivion strives to uphold responsible leadership, create a positive work experience, and make a positive impact.

I am proud to be part of a company that prioritizes environmental responsibility, corporate governance, and social initiatives. I am excited about the year ahead and for the contributions we will make towards a better and healthier future.

**J. Patrick Mackin**  
Chairman, President, and Chief Executive Officer

ARTIVION™



# Our Mission, Vision, and Business



## Our Mission

We partner with surgeons to restore the health of patients by delivering innovative technologies of unsurpassed quality.

## Our Vision

To be recognized as a leader in providing technologies for patients with aortic disease.

Artivion is one of the world's leading medical device companies in providing preserved human tissues for cardiac and vascular surgeries, stent and stent graft products, mechanical heart valves, surgical adhesives and sealants, and state-of-the-art technology and surgical training in adult and pediatric cardiovascular surgery.

Since its inception in 1984, Artivion has served over **1 million patients** worldwide and, in the coming years, anticipates serving at least a million more.

We are headquartered in Kennesaw, Georgia, with offices in Austin, Texas and Hechingen, Germany. We also have numerous sales and marketing centers located worldwide with representation in over **100 countries**.

Artivion is a public company traded on the New York Stock Exchange under the symbol **AORT**.

**ARTIVION**

# Core Values Power Our Culture To Deliver On Our Mission

ARTIVION™

COLLABORATION



CUSTOMER  
FOCUS



## OUR MISSION

We partner with surgeons to restore the health of patients by delivering innovative technologies of unsurpassed quality.



RESULTS-  
DRIVEN



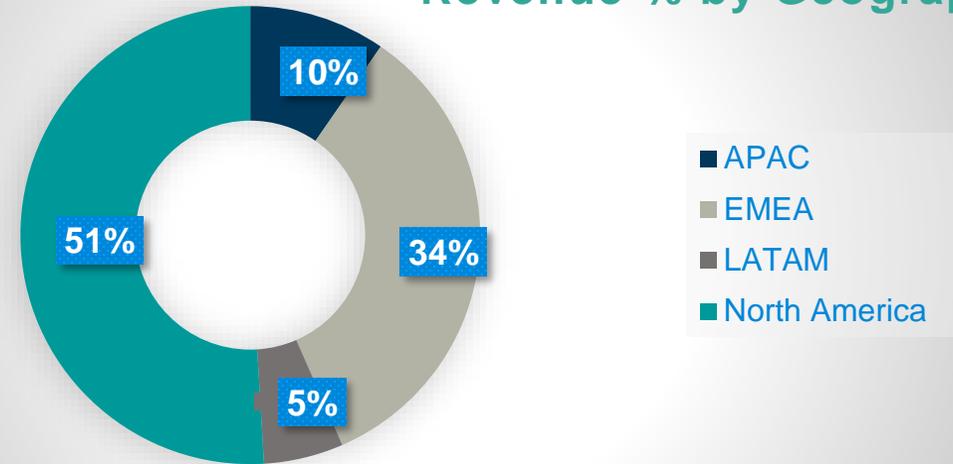
# 2024 Business Overview

**\$388,104,374**  
FY 2024 Revenue

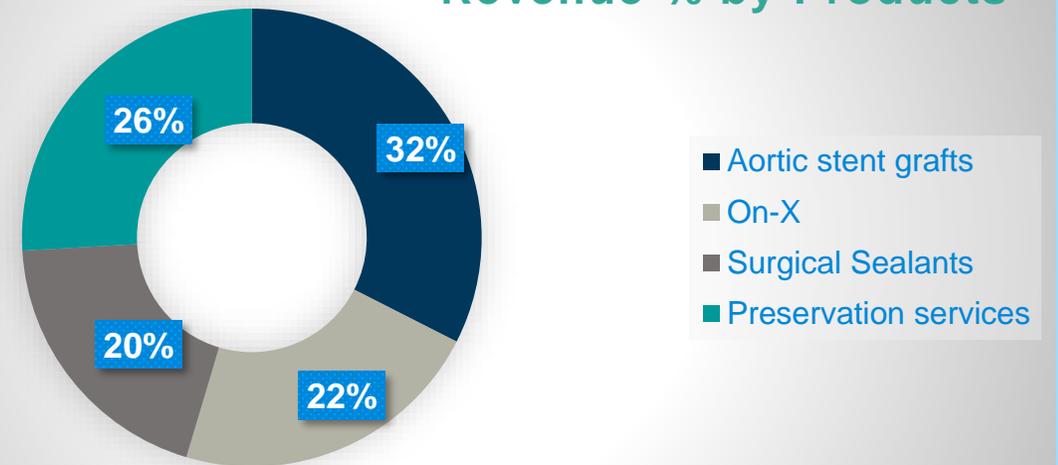
7.3% of Revenue Invested in R&D (not including AMDS HDE)

18 Clinical Studies Globally

### Revenue % by Geography



### Revenue % by Products



# Aortic Disease Focused Product Portfolio

ARTIVION™

## Surgical Sealant

BioGlue®



Surgical Sealant

## Aortic Arch Solutions

AMDS™



Surgical Acute  
Type A Dissection

E-vita® Open Neo



Arch Aneurysm &  
Chronic Dissection

NEXUS®



Endovascular  
Branched Arch

ARTIVEX™



Endovascular  
Descending

## Heart Valves

On-X®



Mechanical  
Valves

CryoValve®



Aortic  
Allograft

CryoValve® SG



Pulmonary  
Allograft

## Abdominal Aorta Stent Grafts

E-nside™



Thoracoabdominal

E-tegra™

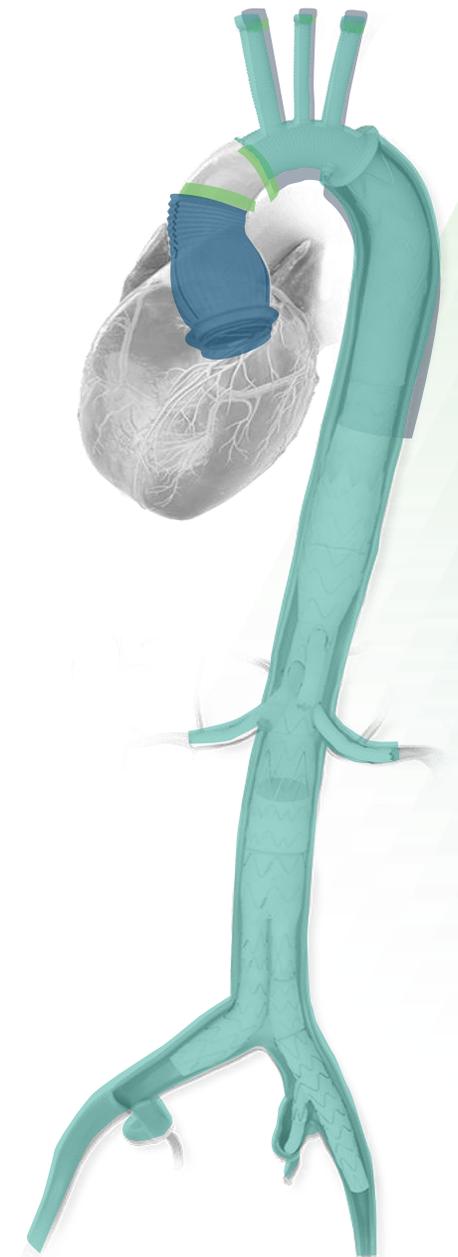


Abdominal

E-liac™



Iliac



# Focus on the Aorta and Global Expansion

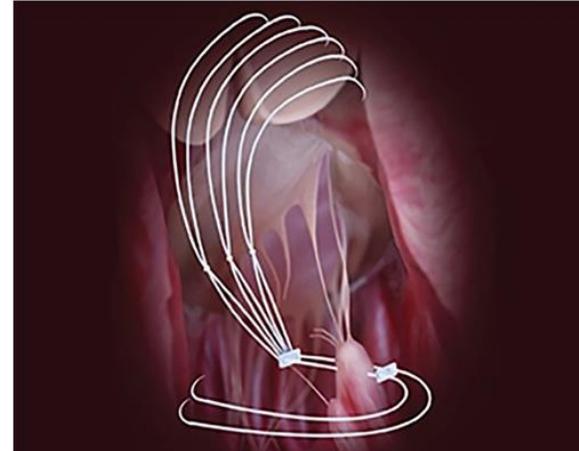
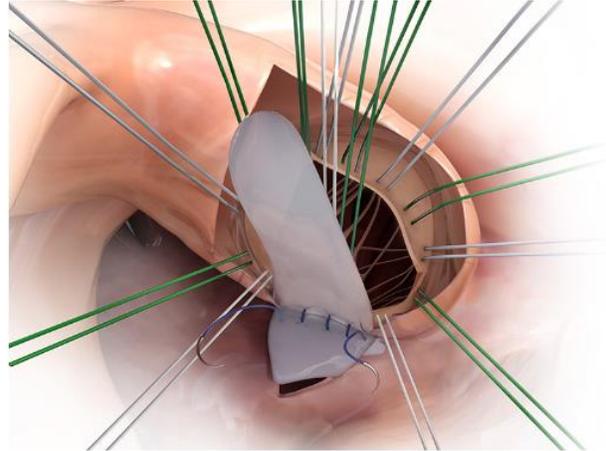
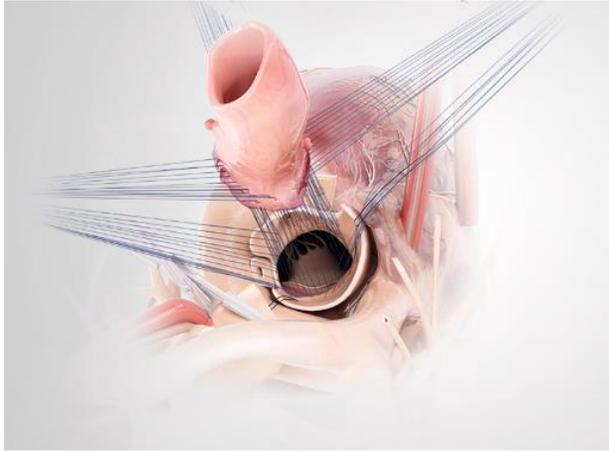
Since 2015, Artivion has nearly **doubled in revenue and employee size and added two direct sales channels**. Today, almost 50% of our revenue is generated from outside of the United States. This progress stemmed from organic growth in our legacy tissue preservation and BioGlue businesses, expansion into international markets, and an M&A strategy focused on the aorta. Since 2016, we acquired On-X (Austin, Texas), JOTEC (Hechingen, Germany), and Ascyrus Medical, LLC; entered into a distribution and acquisition option agreement with Endospan (Herzlyia, Israel); and divested non-core assets, such as the HeRo dialysis graft and PerClot.

Years	1984–1993	1994–2015	2016–2022	2023	2024
Revenue	\$21M	\$146M	\$314M	\$354M	\$388M
Aortic-Centric Technologies	Allografts	Allografts BioGlue®	Allografts BioGlue® On-X® Aortic Stent Grafts	Allografts BioGlue® On-X® Aortic Stent Grafts	Allografts BioGlue® On-X® Aortic Stent Grafts
Direct Sales Channels	North America	North America EMEA	North America EMEA LATAM APAC	North America EMEA LATAM APAC	North America EMEA LATAM APAC



# Support that Makes a Difference

We offer programs and services that sharpen the surgical expertise of cardiac and vascular surgeons.

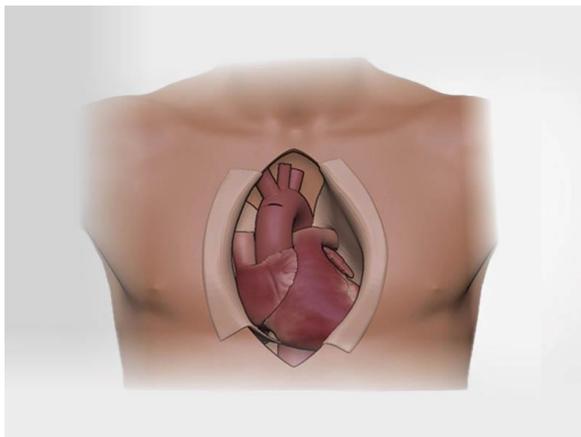


Aortic Root Surgery Training Workshop

The Aortic Boot Camp

Mitral Valve Repair/Replacement Workshop

Ross Master Course



Dissection Academy

## Educational Experience

We are a recognized leader in the mentorship and training of cardiac and vascular surgeons around the world. For over 20 years, we have provided training through various educational summits, physician training events, physician mentorship, institutional wet lab support, and ELITE events. The Artivion ELITE events are educational programs, such as the ones shown here, that provide state-of-the-art training experiences for medical professionals.

Over 1,000 cardiac and vascular healthcare providers attend our physician education programs yearly.



# Support that Makes a Difference

## Outreach Programs

- We believe in giving back to the global community through donations and grants. To facilitate our mission of restoring the aortic and vascular health of patients, Artivion provides healthcare related assistance in support of educational and charitable programs around the globe.
- Over the years, Artivion has partnered with 30+ different charitable organizations for 70+ different philanthropic events globally and supported medical mission trips to 25+ countries.
- 2024 was no exception. Artivion donated to charitable organizations for indigent and underserved patient care rendered during medical mission trips and provided education grants to educational institutions, professional societies, and other third parties for educational programs and materials.



# Commitment to Sustainability Standards

Artivion is committed to being a good corporate citizen. As a medical device manufacturing company, Artivion is no stranger to sustainability, ethically traded products, waste reduction, and responsible environmental policies.

As a company with employees worldwide, our workforce includes people from numerous backgrounds, cultures, and beliefs who speak an array of languages. Our facilities, programming, and general company practices are designed to ensure that all employees feel welcome, seen, and heard.

In line with this commitment, Artivion offers a wide variety of investment options, allowing participants to align their retirement investments with their goals and objectives.

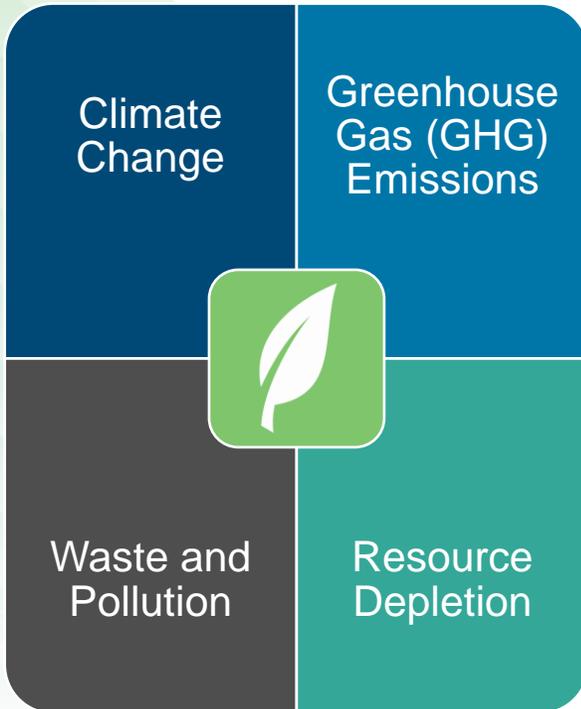
Artivion understands that corporate culture and leadership starts at the top. Our Board of Directors and executive officers lead by example while adhering to high ethical standards. Their engagement at all levels of operations ensures that they are well-informed and accessible.

The Sustainability Steering Committee, led by our Chief Executive Officer and comprised of other senior management and employee personnel, leads the company's sustainability initiatives. This Committee develops and monitors the company's sustainability goals and progress and positions the company for transparent disclosures.



# Sustainability Overview

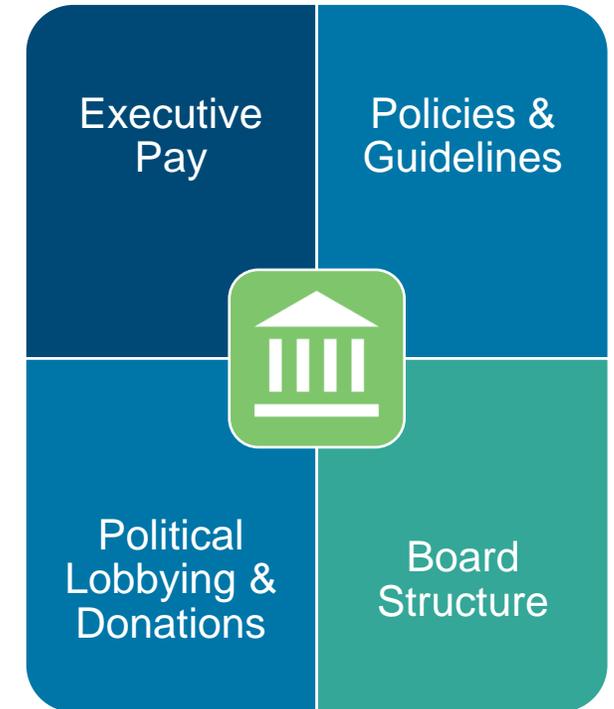
## Environmental



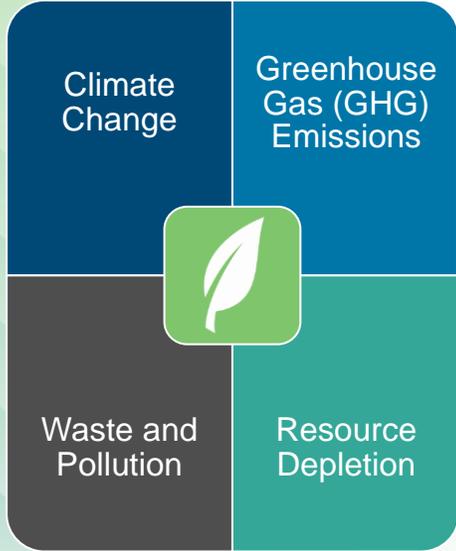
## Social



## Governance

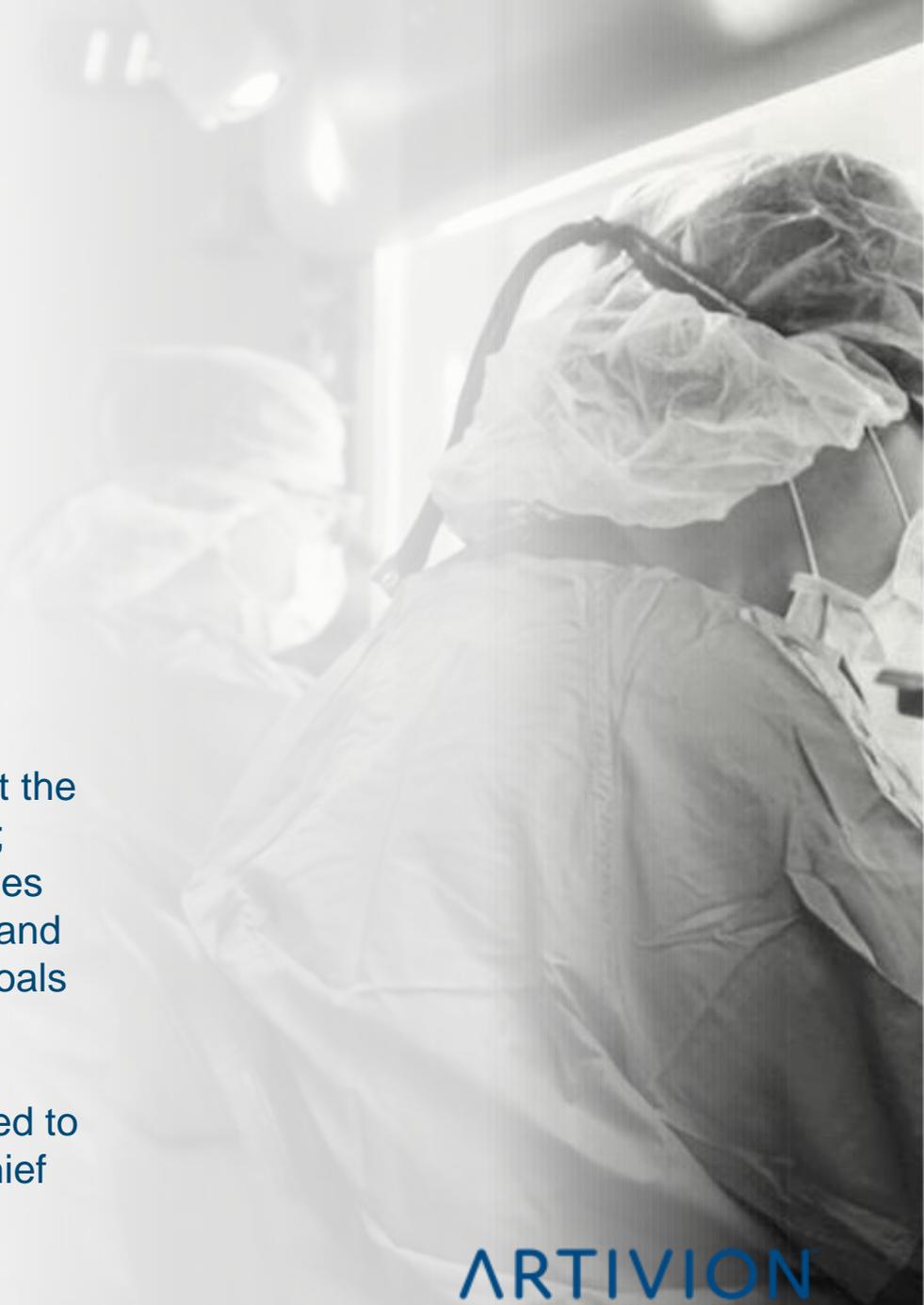


# Environmental



Artivion is dedicated to monitoring its environmental impact and continuously improving its environmental metrics. This perspective is consistent throughout the company. We track metrics for each production facility in Kennesaw, Georgia; Austin, Texas; and Hechingen, Germany separately and ensure local guidelines are incorporated into our environmental efforts. Given the distinct operations and products manufactured at each facility, we implement unique initiatives and goals for each facility.

Our Vice President of Global Operations personally oversees a team dedicated to tracking and achieving environmental standards. He reports directly to the Chief Executive Officer.





“ *Our environmental control initiatives at Artivion have always been core to our daily operations. Focusing on this critical initiative has allowed us to reflect and learn, thus ensuring continuous improvement.* ”

**Florian Tyrs**  
Vice President, Global Operations &  
General Manager, Hechingen

# Mapping Against TCFD Framework



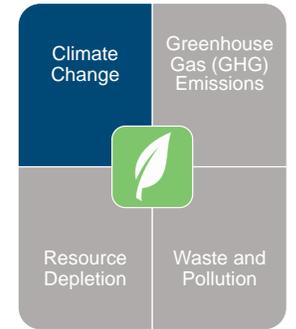
AREA	RECOMMENDED DISCLOSURES	ARTIVION RESPONSE
<b>GOVERNANCE</b>  Disclose the organization’s governance around climate-related risks and opportunities.	Describe the board’s oversight of climate-related risks and opportunities.	The Board reviews climate issues during its quarterly meetings.
	Describe management’s role in assessing and managing climate-related risks and opportunities.	Management reviews climate issues regularly.
<b>STRATEGY</b>  Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material.	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Across all time frames, the company considers the potential for severe weather impact on production facilities, sales regions, and other key locations.
	Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	Consideration of dual location production facilities for individual product and service families and maintenance of diverse locations of acquired manufacturing facilities. Addressing the impact of extreme temperature on electrical grid in Texas.
	Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	The company adapts to past experiences to be better prepared for future climate-related scenarios.
<b>RISK MANAGEMENT</b>  Disclose how the organization identifies, assesses, and manages climate-related risks.	Describe the organization’s processes for identifying and assessing climate-related risks.	An environmental committee considers these risks regularly and reports them to the company’s Sustainability Steering Committee.
	Describe the organization’s processes for managing climate-related risks.	Management regularly considers and responds to climate-related risks in real time.
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	Climate-related risks are fully considered during the enterprise risk management process annually to identify risks and determine what actions the company will take to address the risks.
<b>METRICS AND TARGETS</b>  Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	These metrics include consideration of both the likelihood and scope of impact (financial) to assess overall risk.
	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Our GHG emissions for 2024 were 15.01 metric tons in Kennesaw, 12.48 metric tons in Austin, and 449 metric tons in Hechingen. These are primarily Scope 2 emissions.
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	We continuously study new techniques and technologies for ongoing enhancement.



# Climate Change

We take important steps at our manufacturing facilities to ensure responsible environmental practices.

- Track metrics for each manufacturing location separately (Kennesaw, Austin, and Hechingen).
- Ensure local guidelines are incorporated into our environmental efforts.
- Regularly conduct energy audits.
- Plan our certification according to DIN EN ISO 14001 (the standard for environmental management).
- Use external support, where appropriate, for energy management.
- Utilize chargers for electric vehicles; employees drive electric vehicles and make use of these chargers.



**Kennesaw, GA · USA**

190,400 sq. ft. total



**Austin, TX · USA**

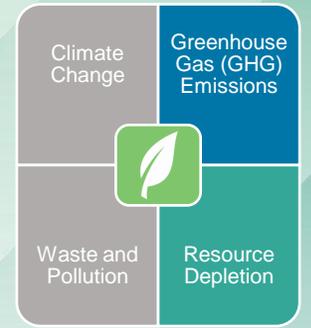
70,000 sq. ft. total



**Hechingen · Germany**

156,000 sq. ft. total

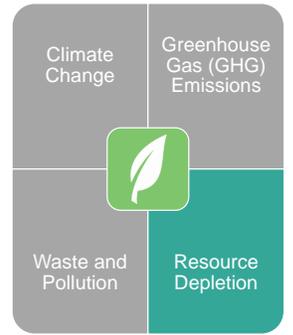
# Greenhouse Gas (GHG) Emissions + Waste & Pollution



2024 Data	GHG Emissions	Waste (sans recyclables)	Water Consumption
Kennesaw, GA, US 190,400 sq. ft.	15.01 metric tons	27.95 metric tons	71,764 metric tons
Hechingen, Germany 156,000 sq. ft.	449 metric tons	64.8 metric tons	9,221 metric tons
Austin, TX, US 70,000 sq. ft.	12.48 metric tons	21.31 metric tons	21,200 metric tons



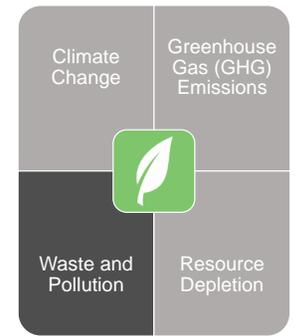
# Resource Depletion



- We focus on the safe and effective management of hazardous materials and the responsible recycling of waste.
- We utilize light-saving technology and have water-saving installations in all bathrooms, toilets, and similar facilities.
- In Hechingen, all waste is separated by wood, cartonnage, metal, paper, plastics, biological waste, glass, and usable waste (which itself cannot otherwise be separated).
- In Hechingen, hazardous materials are managed, separated, and stored in different bins – all of which are then managed and picked up by our external waste management partner.
- In Kennesaw and Austin, we have active programs dedicated to recycling cardboard and plastic waste. The Kennesaw office also provides employees with reusable silverware.
- In Austin, we comply with biodiversity, land use, and community impact standards and reporting requirements. Our Austin employees are specifically trained on city expectations and local recycling programs. Artivion uses the examples and lessons learned with Austin’s standards for use in our other facilities.
- We utilize chargers for electric vehicles; employees driving electric vehicles have access to these chargers.



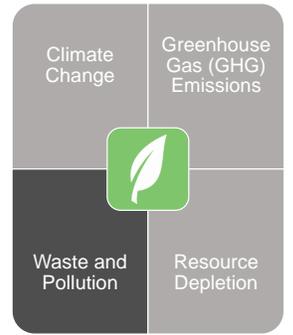
# Waste & Pollution



- We allow employees to work from home when feasible.
- When it comes to Artivion’s water management strategy and targets, we focus on the safe and effective management of hazardous materials and the responsible recycling of waste. We have water-saving installations in all bathrooms, toilets, and similar facilities.
- Artivion is exploring working with partners to “close the loop on medical plastics” by reducing medical waste.

# Waste & Pollution

Artivion is focused on using renewable resources in its necessary energy consumption. In our Hechingen location, we proudly rely **100%** on renewable resources and continue efforts to increase our usage of renewable resources in our Georgia and Texas locations.



Renewable resources accounts for a great deal of our consumption.

	2024
Hechingen	100%
Austin	51%
Kennesaw	24%

# Social



We believe that a fulfilling and enjoyable work environment supports operational excellence and innovation by encouraging the productive exchange of perspectives.



“ At our global organization, we celebrate the strength of our ~1,600+ employees spread across the world. Our workforce is a tapestry of talent.

*With a presence in multiple countries, we understand the unique needs of cardiovascular surgeons worldwide. Our teams collaborate to bring fresh ideas, challenge the status quo, and drive breakthroughs, which in turn ensures that we develop solutions that help cardiovascular surgeons treat a wide range of patients.*

*We value every individual’s unique contributions, recognizing that excellence thrives when everyone feels seen and respected. Just as a multifaceted ecosystem thrives in nature, our organization thrives on the richness of varied perspectives. ”*

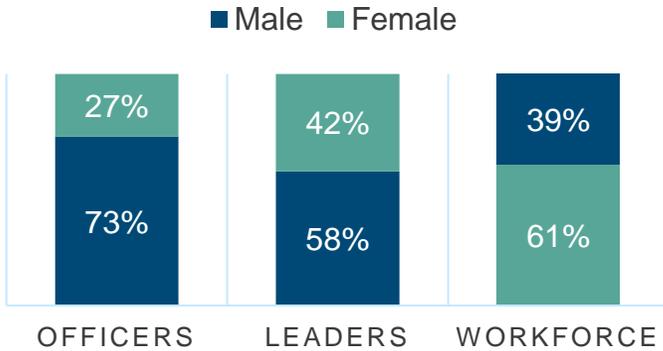
**Tulika Raj**  
Vice President, Marketing

# Key Workforce Data

As of December 31, 2024, Artivion employs ~1,600 individuals globally



## Management / Workforce by Gender



## Management / Workforce by Ethnicity

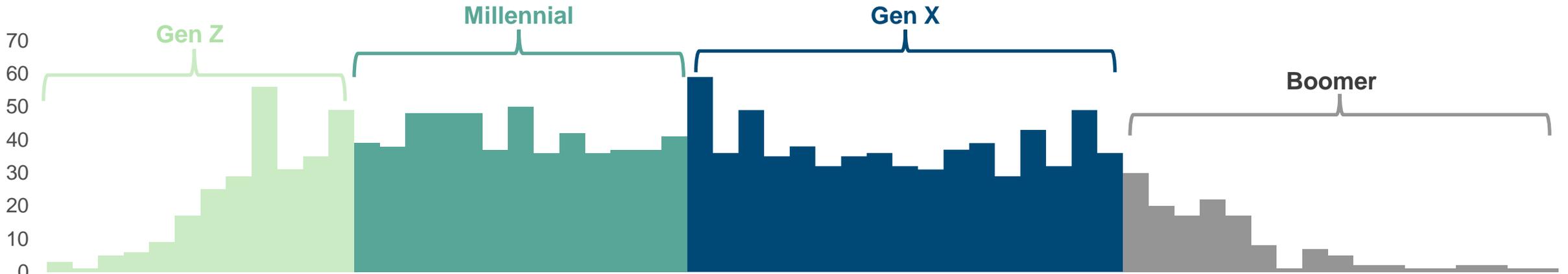
	W	B	H	A	O	UN
<b>Officers</b>	100%					
<b>Leaders</b>	43%	3%	4%	3%		47%
<b>All</b>	27%	6%	5%	4%	1%	57%

- More than 50% of workforce is located outside the U.S. where most demographic data is not provided.
- W (White), B (Black), H (Hispanic), A (Asian), O (Other), UN (Undeclared).
- Leaders are all people managers.

## Injury Reports (U.S.)

Cause	Number of Incidents	Lost Time
Slip and Fall	2	2
Needle Stick / Cut	5	0
Ergonomic	1	0
Chemical Exposure	4	0
Other	1	0

## Workforce Count by Generation



# Annual Culture Scan



Artivion employees complete an annual assessment measuring a variety of aspects of our company culture. We review and analyze the results and address areas of growth.



## 2024 Overall Increases in:

- Response Rate
- Overall Favorability
- Engagement
- Engagement Outcomes

# Employee Growth Opportunities



- Artivion provides regular training opportunities for employees.
- We invest in leadership through formal internal and external training programs. For example, all people managers are required to take both *Leaning into Leadership* and *Leading Artivion* programs. We also offer personal and professional development courses like *Being Artivion*.
- Lunch and Learns are offered throughout the year to provide opportunities for employees to learn about components of the business, as well as personal wellbeing.
- Managers and employees are encouraged to regularly discuss career growth and goals.
- Employees have opportunities to learn about Artivion's operations through interactions with other teams in different geographic locations.

# Employee Relations



Artivion places a premium on building connections among colleagues and ensuring close working relationships, regardless of where employees are located.

- Purposeful mentorship programs provide a key component in this effort, introducing employees from around the world to each other and ensuring that Artivion’s workforce operates as a cohesive team.
- Voluntary employee resource groups form a cornerstone of Artivion’s commitment to enhancing the work experience for all employees. We believe that fostering comradery among employees is essential and should be encouraged.

# Impact on Local Communities



Annually, Artivion holds a Day of Purpose. This corporate holiday provides employees with day to reflect on our mission and participate in community building activities.

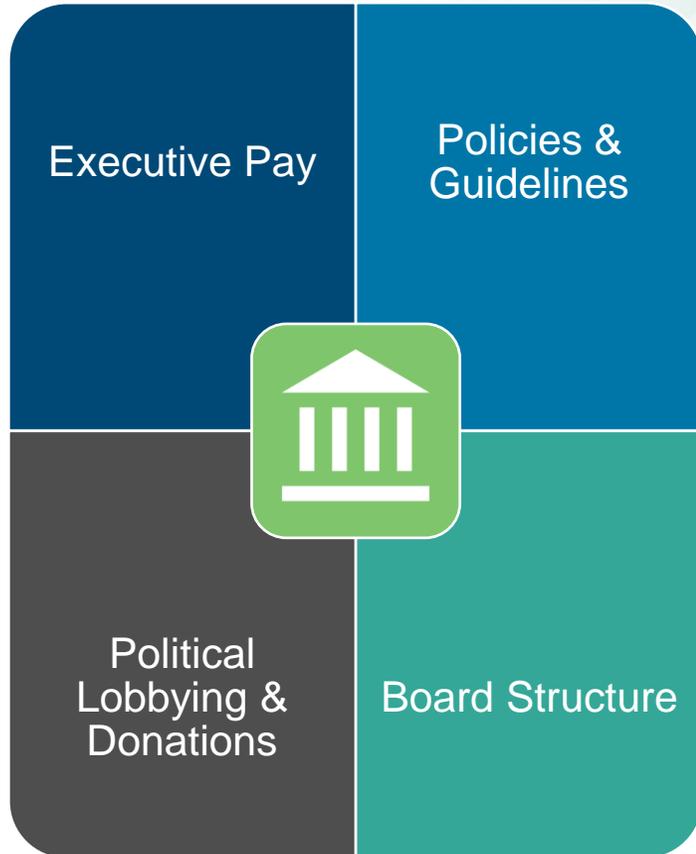
Artivion also provides educational grants and charitable donations to enhance understanding of cardiovascular diseases and access to treatment and care for indigent patients.

# Health & Safety



- In addition to offering healthcare, life insurance, and various health improvement programs such as smoking cessation assistance, we have implemented a range of initiatives to promote employee health and safety.
- Wellbeing Lunch and Learns provide employees with opportunities to learn about health and safety.
- Manufacturing employees are given time off to conduct required and structured stretching exercises necessary to prevent concerns such as carpal tunnel syndrome and poor posture.
- To promote relaxation and rejuvenation, Artivion periodically offers free professional chair and hand/wrist massages to employees.
- Artivion offers onsite wellness opportunities, including flu shots, dental checks, eye exams, and mammogram screenings.
- In Kennesaw, the Artivion gym offers excellent exercise equipment and is accessible twenty-four hours a day, seven days a week. The Austin location offers a gym subsidy to employees.

# Governance



Our Board members oversee our opportunities and risks and are responsible for setting an ethical tone at the top.

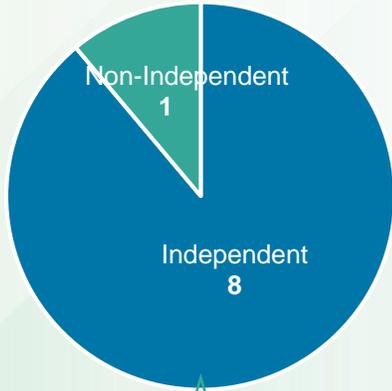
The Board's Corporate Governance Committee is responsible for monitoring emerging corporate governance, environmental, and social trends; overseeing and evaluating the company's corporate governance, environmental, and social policies and programs; and recommending changes and improvements to the Board.

The Board's Compensation Committee exercises oversight to ensure our executive compensation aligns with the performance of the organization, attracts top talent, and does not encourage excessive risk taking. Our Compensation Committee also exercises oversight of our human capital management efforts.

# Board Composition

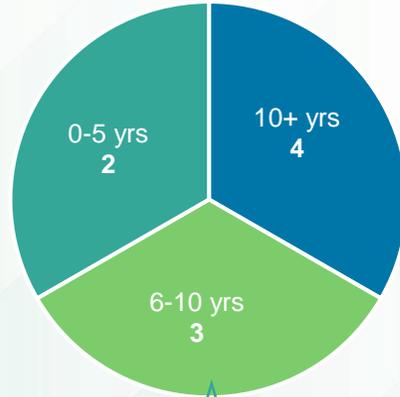


**Board Independence**



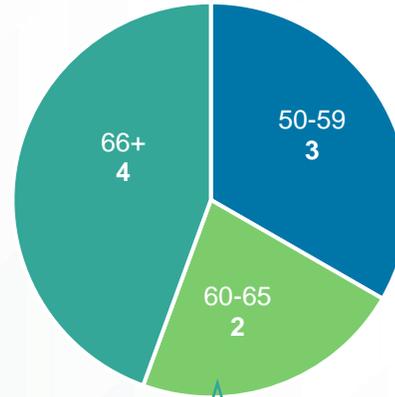
Independent Lead Director

**Board Tenure**



Average Tenure 10.3 Years

**Board Age**



64.8 Average Age

# Director Skills

CEO Experience	Financial and Investor Relations Expertise	Medical Device and Healthcare Expertise	Legal, Compliance, and Governance Experience
Sustainability Expertise	Regulatory, Quality, and Patient (Product) Safety Experience	Global Operations and Complex Organizations Experience	Regulatory and Healthcare Policy Experience
Public Company Board Experience	Strategic Planning Expertise	Technology and Cybersecurity Experience	Institutional Knowledge





# Our Commitment to Quality and Compliance



Artivion's Board oversees the company's legal and regulatory compliance.

Our Compliance Program is designed to provide our company and employees with the tools and guidance necessary to ensure adherence to all applicable legal and ethical standards. Managed by Artivion's Chief Compliance Officer, the Compliance Program covers a wide array of issues and is tailored to employees around the world. Our training includes a combination of live sessions and web-based programming, covering topics such as, but not limited to, insider trading, sexual harassment, the Foreign Corrupt Practices Act (FCPA), and data privacy.

Additionally, Artivion emphasizes a total quality assurance approach to all aspects of the business. Awareness of quality systems and procedures is maintained through employee training and is practiced company-wide. The Artivion Quality Management System provides the organizational structure to ensure that products are processed, manufactured, controlled, and distributed according to the appropriate regulatory requirements and corporate policies and procedures. Continuous quality improvement is the basis for the Quality Management System.





# Our Culture

At Artivion, we understand that fostering and maintaining a strong and collaborative culture requires concrete actions and policies that align with our core values. Our policies require every employee to act professionally and ethically. If violations are suspected, employees are encouraged to file a report with management or through our third-party hotline. Hotline reports are accepted via telephone or online and may be made anonymously.

# Code of Conduct

Artivion's Code of Conduct is a comprehensive document that outlines the acceptable behavior and business conduct expected from our employees. It serves as a guide for employees to ensure that they uphold the highest standards both internally and externally. The Code of Conduct is modified to align with local laws and norms in each region of operation. Regardless of location, Artivion employees are expected to operate with integrity.

# Data Protection

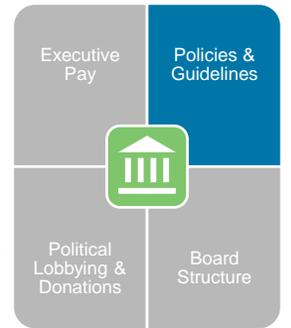
Artivion is committed to protecting personal data and upholding the data privacy rights of individuals. We prioritize the security and privacy of personal information entrusted to us and have implemented data protection measures.

# Cybersecurity

Artivion recognizes the importance of assessing, identifying, and managing material risks associated with cybersecurity threats.

To safeguard critical data and systems, ensure regulatory compliance, manage our material risks from cybersecurity threats, and address potential cybersecurity incidents, we:

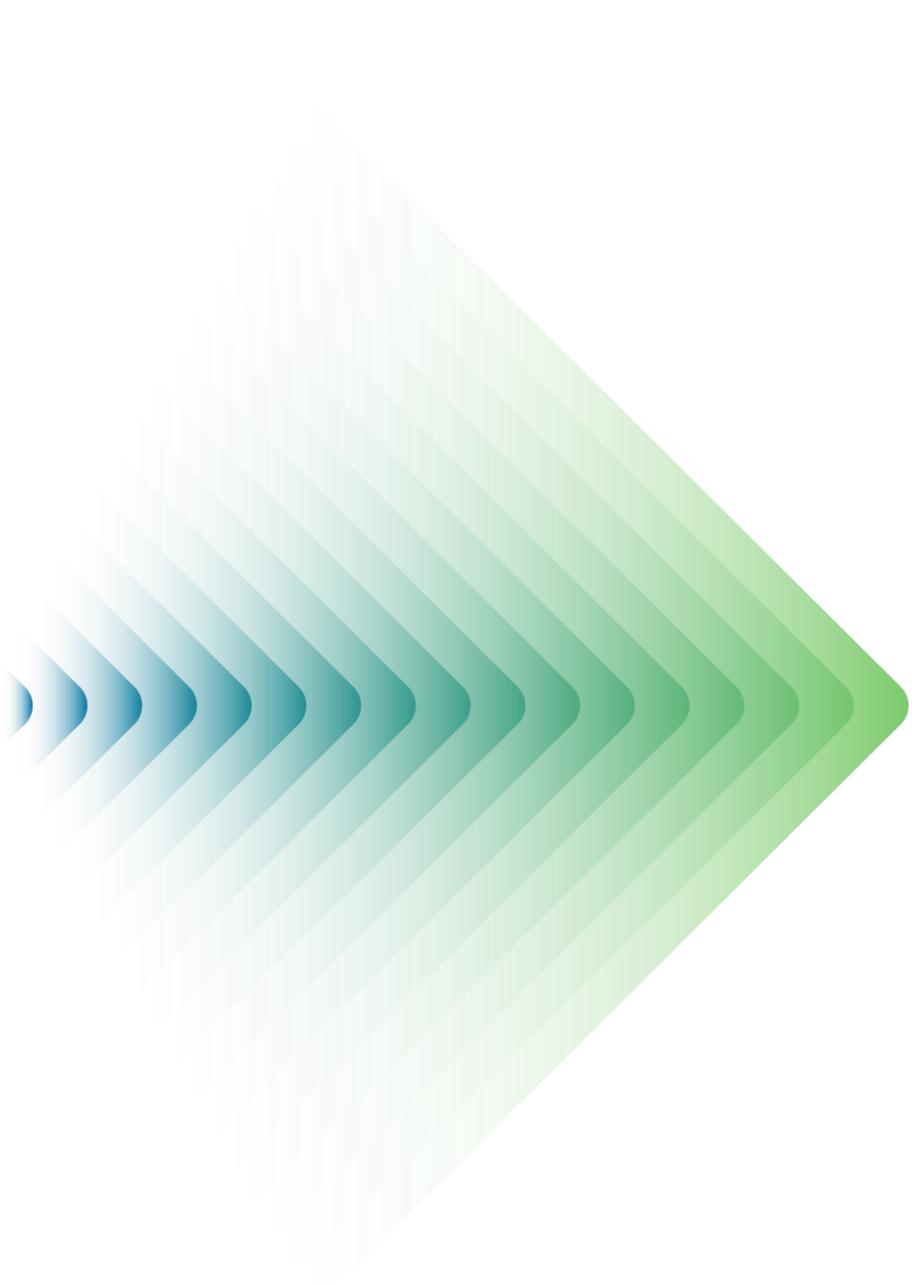
- monitor emerging data protection laws and adjust our processes and procedures as required or appropriate;
- provide periodic, but no less than annual, training on cybersecurity, data privacy, and data handling to all employees and contractors with access to our systems;
- conduct periodic, but no less than annual, cybersecurity management and incident response training for relevant personnel;
- implement regular phishing simulations and processes for reporting phishing to enhance staff awareness and responsiveness;
- mandate that both employees and service providers treat sensitive data with the utmost care, enforced through policies, practices, and contracts;
- contract with independent cybersecurity providers to assist with tabletop exercises periodically to refine our response strategies to cybersecurity incidents;
- employ the NIST incident-handling framework for identifying, protecting, detecting, responding to, and recovering from cybersecurity incidents; and
- maintain cybersecurity risk insurance to mitigate potential financial losses from incidents.



# Forward Looking Statements

Statements made in this Corporate Responsibility Report that look forward in time or that express management's beliefs, expectations, or hopes are forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Such forward-looking statements reflect the views of management at the time such statements are made. These statements include, but are not limited to, our belief that we can best fulfill our mission by taking a responsible approach to our impact on the environment; being a good citizen of the communities in which we operate and maintaining a culture of integrity, respect, and inclusiveness for all Artivion employees; that we look forward to continuing to enhance our sustainability and governance efforts in meaningful and impactful ways; intend to strengthen our environmental metrics and provide governance oversight and engagement; our cybersecurity processes and protections; and our strategies and initiatives. These forward-looking statements are subject to a number of risks, uncertainties, estimates, and assumptions that may cause actual results to differ materially from current expectations. These risks and uncertainties include the risk factors detailed in our Securities and Exchange Commission filings, including our Form 10-K for the year ending December 31, 2024 and subsequent Quarterly Reports on Form 10-Q and annual reports on Form 10-K. Artivion does not undertake to update its forward-looking statements, whether as a result of new information, future events, or otherwise.





# ARTIVION™

## Global Headquarters

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